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Labour Adjustment Study - Lockeport, Port Mouton

Longitudinal Study on Fishplant Closures Vol. 2 - Phase II

Economic and Commercial Analysis
Report No. 92 (Vol. 2)

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Labour Adjustment Study - Lockeport, Port Mouton

Longitudinal Study on Fishplant Closures Vol. 2- Phase II

Economic and Commercial Analysis Directorate
Department of Fisheries and Oceans
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ABSTRACT

This study was commissioned in order to gain insight into workforce adjustment of fish plant workers in Lockeport and Port Mouton, Nova Scotia, laid off because of plant closures. The objective of the study was to determine how the displaced workers adjust to the adverse economic impacts of these plant closures and to examine the effectiveness of employment adjustment initiatives.

Phase II was conducted over the spring and summer of 1990. This phase collected information on: work history since the last interview, education, training and skills upgrading taken, income levels of individuals and families between interviews, family profiles, mobility profiles, and adjustments completed or proposed. Labour adjustment appears to have been successful, although the study indicates that female and older workers may have the most difficulties in finding alternate employment.

RÉSUMÉ

La présente étude a été commandée afin d'obtenir des informations sur l'adaptation des travailleurs mis à pied à la suite de la fermature d'une usine de transformation du poisson à Lockeport et d'une autre à Port Mouton, en Nouvelle-Écosse. Le but de l'étude était de savoir de quelle manière les mis à pied s'adaptent à leur nouvelle condition et d'évaluer l'efficacité des inatiatives d'adaptation de la main-d'oeuvre.

La phase II s'est déroulée au cours du printemps et de l'été 1990. Elle a permis de recueillir des données sur la situation d'emploi des répondants depuis la première rencontre, les cours qu'ils ont suivis, la formation qu'ils ont obtenue et les initiatives de perfectionnement qu'ils ont prises, l'evolution des revenus individuels et familiaux, le profile de la famille, le profil de la mobilité et les initiatives d'adaptation prises ou projetées. Apparamment, les mis à pied s'adaptent dans l'ensemble quoique les femmes et les travailleurs âgés semlent avoir plus de mal que les autres à se replacer.

FORWARD

This study was commissioned by the Economic and Commercial Analysis Directorate in order to gain insight into workforce adjustment of fish plant workers in Lockeport and Port Mouton, Nova Scotia, laid off because of plant closures. The objective of the study was to determine how the displaced workers adjust to the adverse economic impacts of these plant closures and to examine the effectiveness of employment adjustment initiatives. The study was conducted in two parts, Phase I and Phase II. In both phases, data was collected through the use of questionnaires. The survey universe was all the workers affected by the plant closures. The study was undertaken by the Rural and Small Town Research and Study Program, Department of Geography, Mount Allison University.

Interviews for Phase I commenced in the Autumn of 1989. This phase was concerned with creating a profile of the fish plant workers and their families. Some factors that were examined included: age, education, mobility profiles, and anticipated employment options. Data was organized in three profiles: respondents profile (age, education, etc.), income and employment profile (employment status and incomes, work skills) and an adjustment profile (future work skills desired, mobility, etc.). Significant statistics within these profiles were highlighted in the text.

Phase II was conducted over the spring and summer of 1990. This phase collected information on: work history since the last interview, education, training and skills upgrading taken, income levels of individuals and families between interviews, family profiles, mobility profiles, and adjustments completed or proposed. Labour adjustment appears to have been successful, although the study indicates that female and older workers may have the most difficulties in finding alternate employment. Phase II indicated that levels of family incomes had dropped slightly over the two phases of the study, from $26,610 to $24,611. The decrease in family incomes was greater in Port Mouton than in Lockeport. There was a significant increase in the percentage of total number of employed (full and part time) persons over the same time period, from 22 percent to 37 percent. Almost 80 percent of unemployed workers expressed a willingness to work. A lack of job opportunities was cited by unemployed respondents as the major barrier to employment. Nevertheless, respondents appeared to be optimistic about the future. They also exhibited flexibility in seeking new employment by indicating a willingness to accept lower wages, undertaking retraining courses, and in some cases, expressing a desire to relocate.

The contents of this report are the responsibility of the contractor and do not necessarily reflect the official statistics, policies or views of the Department of Fisheries and Oceans.

TABLE OF CONTENTS

LIST OF CHARTS AND TABLES vii

EXECUTIVE SUMMARY viii

STUDY TEAM x

INTRODUCTION 1

METHODOLOGY 3

SECTION 1: PROFILE OF RESPONDENTS 4
- Gender, Age, and Marital Status 4
- Community Residence and Housing 4
- INCOME AND EMPLOYMENT PROFILE 5
- Income Levels and Income Sources 5
- Unemployment Insurance 8
- Employment 8
- Type of Employment 12
- Travel To Employment 15
- Summary 16

SECTION 2: MOBILITY PATTERNS 17
- Movement Outside Community 17
- Movement Within Community 17
- Summary 18

SECTION 3: EMPLOYMENT SEARCH 18
- Searching For Employment 18
- Methods of Seeking Employment 20
- Work for Lower Wages 21
- Self-Employment 21
- Summary 22

SECTION 4: BARRIERS TO EMPLOYMENT 22
- Summary 25

SECTION 5: GOVERNMENT SUPPORT-UTILIZATION OF CEIC RESOURCES 25
Visits To CEIC 25
Information from Staff and Interviews with CEIC Staff and Counselling 27
Interviews With A Perspective Employer 27
Employment Through CEIC 27
Satisfaction With CEIC Service 28
Summary 28

SECTION 6: RETRAINING 29
Future Work Skills Desired 29
Involvement In Retraining 29
Location Of Retraining 31
Duration And Form Of Retraining 32
Financial Assistance For Retraining 33
Effectiveness Of Retraining 33
Future Retraining Participation 34
Summary 35

SECTION 7: RELOCATION 36
Willingness To Relocate Permanently 36
Distance And Location For Relocation 37
Summary 38

OBSERVATIONS & CONCLUSION 39
Observations 39
Conclusion 41

APPENDIX 1 - STATISTICAL OVERVIEW 47

APPENDIX 2 - QUESTIONNAIRE AND COVERING LETTER 57

APPENDIX 3 - LIST OF CONTACTS 75

APPENDIX 4 - CHARTS 79

TABLES AND CHARTS

TABLES

TABLE I TYPE OF EMPLOYMENT PHASE TWO (PHASE ONE) 14
TABLE II OVERVIEW OF FINDINGS - LOCKEPORT/PORT MOUTON 52
TABLE III OVERVIEW OF FINDINGS - FEMALE/MALE BREAKDOWN - LOCKEPORT/PORT MOUTON 53

CHARTS

CHART 1 MAJOR INCOME SOURCES 6
CHART 2 MAJOR INCOME SOURCES - NEXT 12 MONTHS 7
CHART 3 EMPLOYED 9
CHART 4 JOB TENURE 10
CHART 5 LABOUR FORCE STATUS - BY GENDER 10
CHART 6 LABOUR FORCE STATUS - BY AGE 11
CHART 7 TYPE OF EMPLOYMENT - BY GENDER 13
CHART 8 WAGES EARNED HOURLY BY GENDER - TOTAL RESPONDENTS 15
CHART 9 LOOKING FOR WORK 19
CHART 10 METHOD OF EMPLOYMENT SEARCH 20
CHART 11 BARRIERS TO EMPLOYMENT 23
CHART 12 GOVERNMENT SUPPORT 26
CHART 13 FUTURE EMPLOYMENT DESIRED 30
CHART 14 TYPE OF RETRAINING - BY GENDER 31
CHART 15 LOCATION OF RETRAINING 32
CHART 16 WHY NOT WILLING TO RELOCATE 37
CHART 17 WHY NOT WILLING TO RELOCATE - BY GENDER 38

EXECUTIVE SUMMARY

Phase Two is the conclusion of a two part study of labour adjustment among fishplant workers who were laid off when the two major fish processing plants closed in Lockeport and Port Mouton. Both phases included surveys of a representative sample of fishplant workers.

Phase One provided three specific profiles on the displaced workers; (1) Profile of Respondents; (2) Income and Employment Profile; and (3) Adjustment Profile. Phase Two focuses on the labour adjustment activities and also compares the changes in the socio-economic characteristics of the workers that occurred between Phases One and Two.

Section 1 provides a socio-economic profile of the respondents. Between the two phases family incomes decreased dramatically, particularly in Port Mouton where respondents' incomes decreased by 15 percent. Employment has increased somewhat within the two communities with full time employment increasing in Port Mouton. Female workers were less likely to find employment and there has been a higher reliance on social assistance.

Section 2 examines the mobility patterns of respondents. There was very little outmigration of displaced workers between the first and second phases of the study.

Section 3 discusses the methods used to find employment and the willingness of respondents to find alternative forms of employment. The vast majority of respondents were willing to work and actively looking for employment. A significant percentage of respondents were considering some form of self-employment.

Section 4 examines the barriers to employment. Most respondents felt that they lacked either the occupational skills or education necessary for employment. Education as a barrier to employment was more prevalent among the older workers.

Section 5 examines the utilization of the CEIC offices. There was a much higher utilization of CEIC support in Lockeport compared to Port Mouton and among males compared to females.

Section 6 examines the retraining activities among respondents. A substantial number of respondents are either involved in retraining activities or are intending to retrain. However, there are still a large number of respondents who have yet to become involved in education upgrading or retraining. Female and older workers are less likely to be involved in long term occupation retraining.

Section 7 discusses the responses regarding relocation. Married female workers were generally unable to leave their community because of their family situation. The older workers were also generally unwilling to leave their community. The younger single or married males showed the greatest willingness to relocate.

STUDY TEAM

- Project Director - Floyd W. Dykeman
- Senior Researcher - Ron Corbett
- Research - Giles Beland
- Technical Support - Keith Cossey, David Bruce and Karen Estabrooks

INTRODUCTION:

In October of 1989, the Rural and Small Town Research and Studies Programme based at Mount Allison University initiated the first phase of a longitudinal study to assess the economic and employment adjustments of displaced fishplant workers in the communities of Port Mouton and Lockeport, Nova Scotia. The project was sponsored fully by the Federal Ministry of Fisheries and Oceans with the study taking place over a period of 10 months.

The purpose of the study was three fold: (1) profile fishplant workers affected by the 1989 closures of the National Sea Products plant in Lockeport and the Clearwater plant in Port Mouton regarding labour adjustment; (2) undertake a follow-up study to assess labour force adjustment measures used; and (3) to measure the impact of the plant closures on directly affected individuals and households.

What is meant by labour adjustment? In general terms, labour adjustment can be seen as adjustments which occur within the labour force as a result of changing market demands which can include: modifying labour skills; out migration; changing jobs and modifying employment goals or aspirations. Adjustments to the labour force may be required when rationalization of operations occurs, new technology is introduced within a sector of the economy, or when changes in product demand/supply occur.

Labour adjustment can take one of two forms: individual adjustment taken by the individual without public intervention; and adjustment assisted by government intervention where individuals require help. To facilitate the latter,

labour adjustment policies need to be developed and implemented which attempt to encourage the re-employment of workers by providing financial assistance for training, and/or relocation, as well as income maintenance for older workers who have exhausted their unemployment insurance and have little prospect of re-employment (Economic Council of Canada, 1988).

The labour adjustment study on the two communities of Port Mouton and Lockeport was completed in two phases. Phase One was carried out during the fall of 1989[1]. The information gathered in this phase was utilized to create a profile of the plant workers in each community, and how they were adjusting to the plant closures. The respondents in Lockeport were interviewed first followed by those in Port Mouton with all interviews completed near the end of November, 1989.

Phase Two was undertaken during the summer of 1990 and focused primarily on the labour adjustment activities being undertaken by the same displaced fishplant employees. This paper, using the results primarily from Phase Two with some reference to the findings of Phase One, discusses the socio-economic changes in the lives of the plant workers and their families, and how displaced workers adjust to a major economic disaster, specifically the plant closures within small rural fishing communities.

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[1] Rural and Small Town Research and Studies Programme, Labour Adjustment Study, Lockeport and Port Mouton. Phase 1 of a Longitudinal Study on Fishplant Closure, 1990.

METHODOLOGY:

A questionnaire was used in both phases of the study. The statistical universe was all plant workers in both communities who were affected by the plant closures. The survey was carried out in two stages. In Phase One, 130 individuals were interviewed out of a possible 156 (46 in Port Mouton and 84 in Lockeport). This gave a Phase One response rate of 83 percent.

Of the 130 initial fishplant workers interviewed, 15 were not interviewed in Phase Two. Five of the workers had moved while the remainder refused to be interviewed being generally annoyed with anything that had to do with the fish plant closures. A total of 115 plant workers were surveyed in Phase Two (39 in Port Mouton and 76 in Lockeport) giving a response rate of 88 percent. As in Phase One, a few cases (5 percent) involved telephone interviews necessitated by varying constraints that made face to face interviews impossible.

For Phase Two, a fourteen page survey instrument was developed. Utilizing Canada Employment and Immigration Commission (CEIC) and Department of Fisheries and Oceans staff and other sources, a draft questionnaire was developed and circulated for comments. The Phase Two survey instrument was then pre-tested with 10 respondents to identify potential problems, and to fine tune the questionnaire. Included as questions in the new instrument were a number that repeated those of the Phase One instrument in order to compare differences that had occurred in the time period between the two phases. These included questions relating to economic dependency,

retraining undertaken and future retraining plans, potential mobility, and labour adjustment activities completed or intended.

Data entry and analysis was performed by RSTRSP staff. Statistical analysis of the data was undertaken using the SPSS/PC + program.

PHASE TWO STUDY

SECTION 1: PROFILE OF RESPONDENTS

Gender, Age, and Marital Status

The average respondent working in the fishplant in Lockeport and Port Mouton is 35 years old, with the majority of workers between the ages of 18 and 45. The majority are married, with a family size between 3 and 4 persons. In Phase One, 50 percent were female and 50 percent were male. In Phase Two, females comprised 54 percent of the respondents, with 46 percent of the respondents being males indicating that it was primarily the male workers who had either refused to take part in Phase Two or had moved away. There was a slight decrease in the proportion of respondents who were married (68 percent in Phase One to 60 percent in Phase Two).

Community Residence and Housing

The incidence of homeownership among interviewees rose slightly in Port Mouton from 59 percent to 62 percent, while decreasing in Lockeport from

72 percent to 65 percent[2]. The single house remained the most common form of housing, although the number of respondents occupying single family dwellings decreased considerably from 78 percent to 66 percent. There were no significant differences in the percentage of respondents living in mobile homes and apartments. The most noticeable difference can be seen in the category termed 'Other', included to capture some forms of living other than those already stated. Responses revealed that this category was completely made up of individuals who either live or board at a relative's home. From Phase One to Phase Two, the incidence for the 'Other' rose from 10 percent to 22 percent (Port Mouton - 24 percent to 31 percent, Lockeport - 2 percent to 17 percent). One possible explanation for this can be attributed to the decrease in employment in the area for young unskilled labour, who, during the plants' operation could afford to live on their own but are now unemployed and earning less and forced to return to live with relatives.

INCOME AND EMPLOYMENT PROFILE

Income Levels and Income Sources

The levels in total family incomes have decreased from $26,610 to $24,611 between Phases One and Two. There is a substantial difference regarding decline in total family incomes with incomes in Port Mouton decreasing by $3,662 (15 percent) from $24,482 to $20,820 -- in Lockeport

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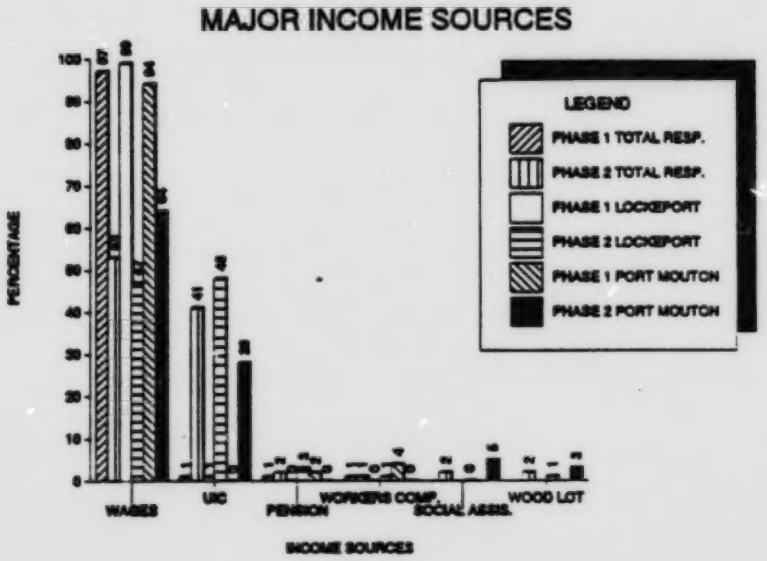
[2] The higher ownership rate reflects the difference on tenure of those who did not participate in the Phase Two survey.

the decrease is marginal $931 (0.3 percent) from $27,171 to $26,240.

Respondents predictions as to their major sources of incomes for the next twelve months in Phase One were nearly matched by the actual sources of income reported in Phase Two as illustrated in Charts 1 and 2. The responses

Chart 1

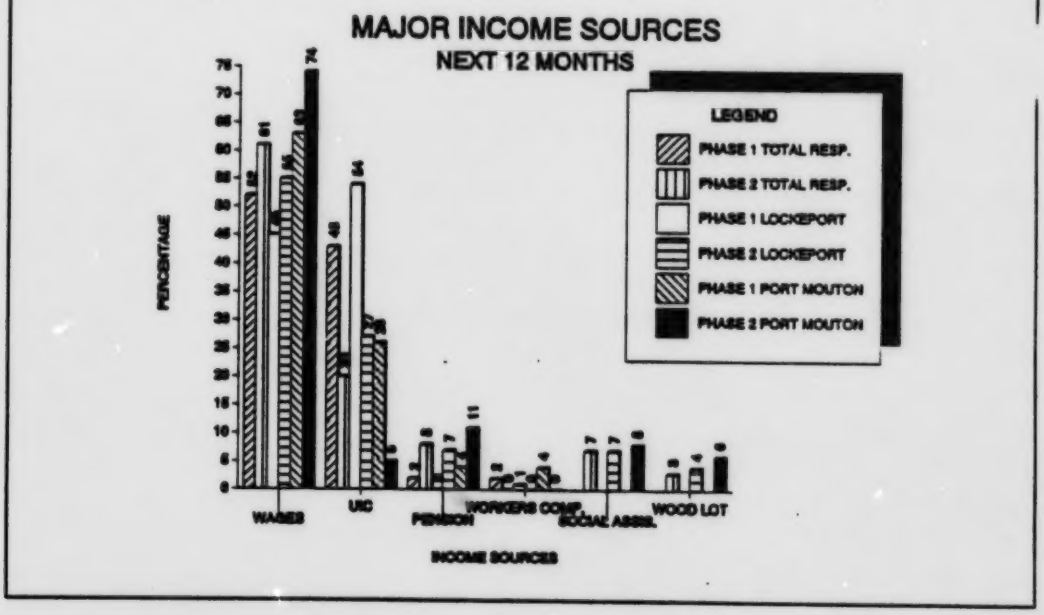


from Phase Two indicated that wages and salaries were the major source of income for 53 percent of the displaced workers and unemployment insurance benefits were the major income source for 41 percent. This meets the expectations of respondents in Phase One where 52 percent of respondents anticipated that wages and salaries would be their major source of income. There were several new income sources including incomes from woodlots and social assistance. In Port Mouton 5 percent of displaced workers are dependant on social assistance as their major source of income. Interestingly none of the

respondents in Phase One felt that they would have to resort to social assistance.

Respondents indicated that within the next 12 months wages and salaries are expected to increase as the major income source with 61 percent of the workers indicating that wages and salaries will be their major income source (Port Mouton - 74 percent, Lockeport - 55 percent). Unemployment insurance as a major income source is expected to decline to 27 percent in Lockeport and 5 percent in Port Mouton. Social assistance is expected to increase as a major source of income over the next 12 months to 7 percent in Lockeport and 8 percent in Port Mouton.

Chart 2



Unemployment Insurance

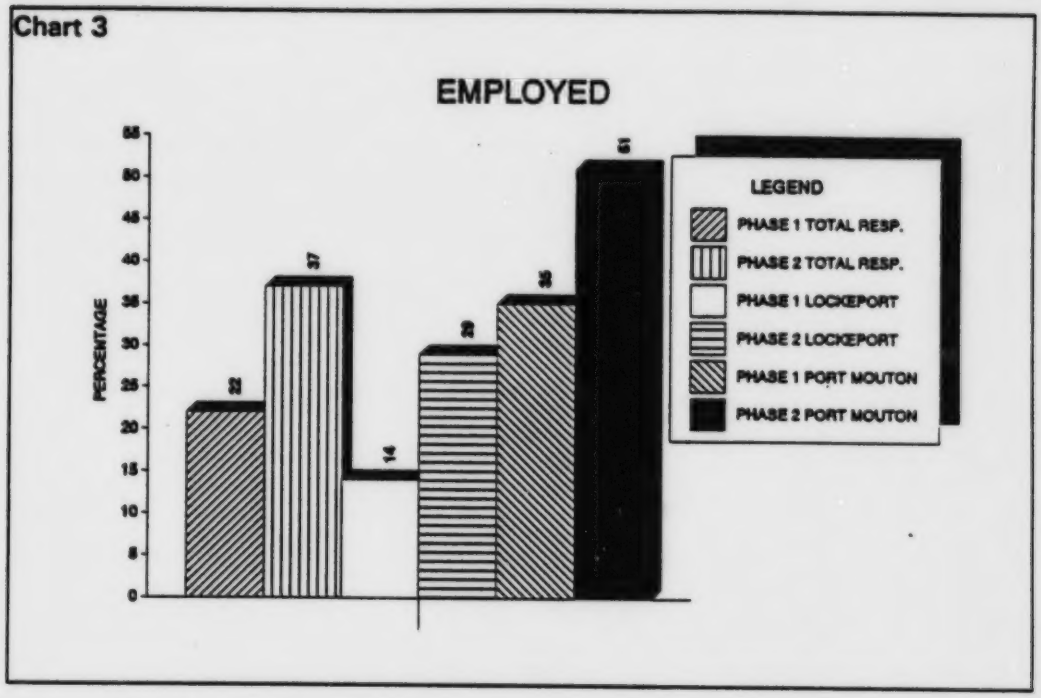
Seventy-five percent of all respondents received unemployment insurance at some time since the first interview, with this form of labour adjustment being more important to respondents in Lockeport (81 percent) than in Port Mouton (62 percent). There is no relation between gender, age and marital status, and the respondent receiving unemployment insurance. Of those who were/are receiving unemployment insurance, 40 percent had exhausted their claims, while the remaining 60 percent had up to 20 weeks left (Port Mouton -- 62 percent, Lockeport -- 30 percent). The mean weekly earnings on unemployment insurance for both communities is $202.00; $175.00 in Port Mouton, and $213.00 in Lockeport.

Employment

There was an adjustment in the percentage of persons employed between Phases One and Two -- the total number of employed persons (full and part time) increased from 22 percent to 37 percent (Lockeport -- 14 percent to 29 percent and Port Mouton -- 35 percent to 51 percent) as illustrated in Chart 3.

There were also a number of adjustments regarding types of job tenure between the two phases of the study (see Chart 4). While employment was increasing it was primarily in the part-time categories. For example, overall permanent full-time employment only increased 1 percent -- from 27 percent in Phase One to 28 percent in Phase Two. In Port Mouton, there was an increase

Chart 3



in all job tenure types, except temporary full time, with permanent full-time jobs increasing from 20 percent to 26 percent. At the same time, however, there was a decrease in permanent full-time employment in Lockeport from 31 percent to 29 percent.

Chart 5 clearly illustrates the difference in employment status between males and females. A substantially higher percentage of male workers were employed compared to females -- 52 percent compared to only 22 percent of females employed. This imbalance between male & female was more evident in Port Mouton where 81 percent of the males were employed compared to only 14 percent of females.(See Chart 5)

Sixty-nine percent of all males and 85 percent of all females who are presently employed have full-time employment. In Port Mouton, 59 percent of

Chart 4

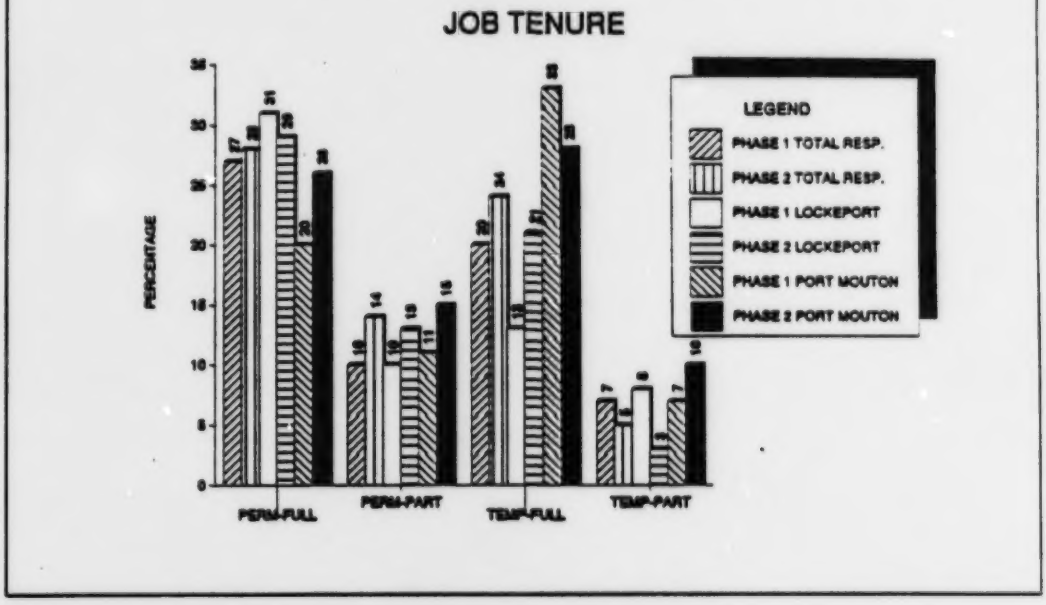
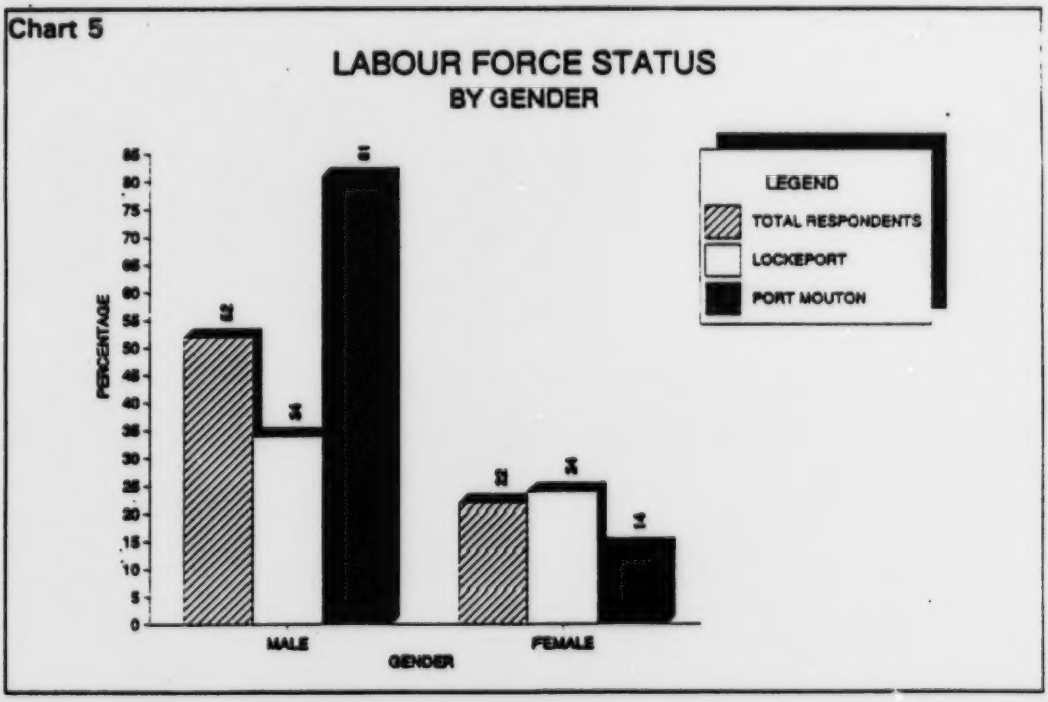


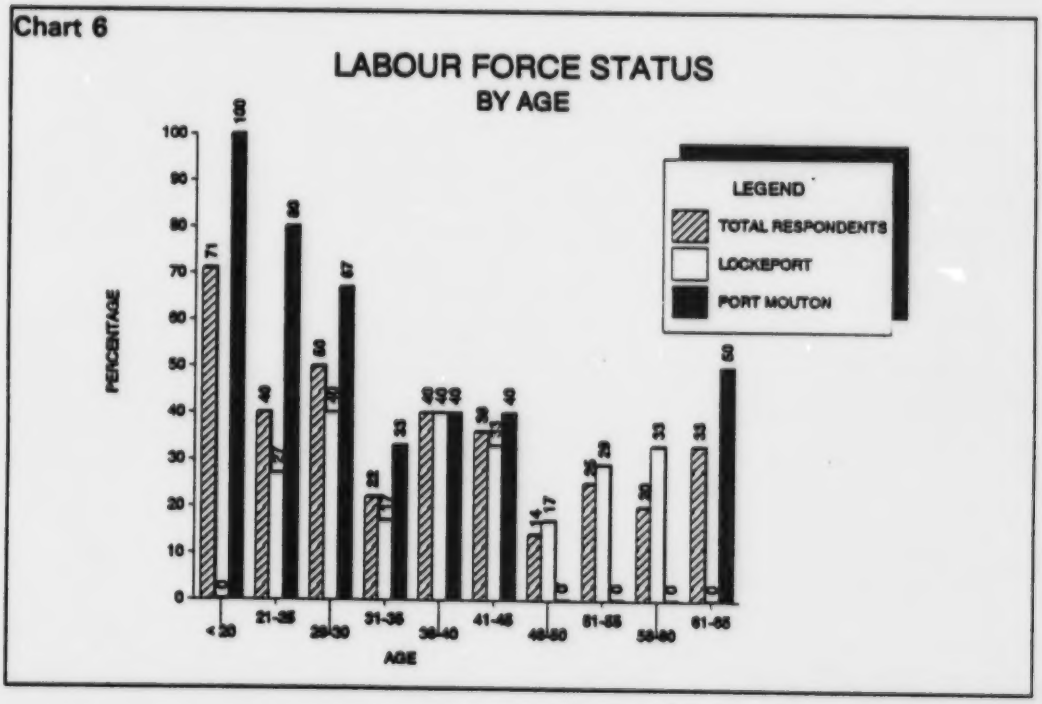
Chart 5



all males and 100 percent of all females presently employed are full-time, while in Lockeport 83 percent of males and 80 percent of females are presently employed full-time.

There appears to be a relationship between age and employment as illustrated in Chart 6. As example, 40 percent of those 40 years of age and under were employed compared to 26 percent of displaced workers over 40. There does not appear to be any relationship between age and whether the job is full or part-time.

Chart 6



Approximately 45 percent of all respondents from both communities have had at least one form of employment since Phase One - 59 percent of Port Mouton respondents and 38 percent of Lockeport respondents. Seventy percent of all male respondents have had at least one job since the first

interview, while only 22 percent of all females have had some form of employment. In Port Mouton 95 percent of all males and only 16 percent of females have had at least one job since the first interview. In Lockeport 54 percent of males and 24 percent of females held at least one job. Displaced workers in Port Mouton who were less than 20 years of age were more likely to have had at least one job since the first interview. In Lockeport, the greatest proportion of respondents to have had at least one job since the first interview job were between the ages of 51 - 56 years of age.

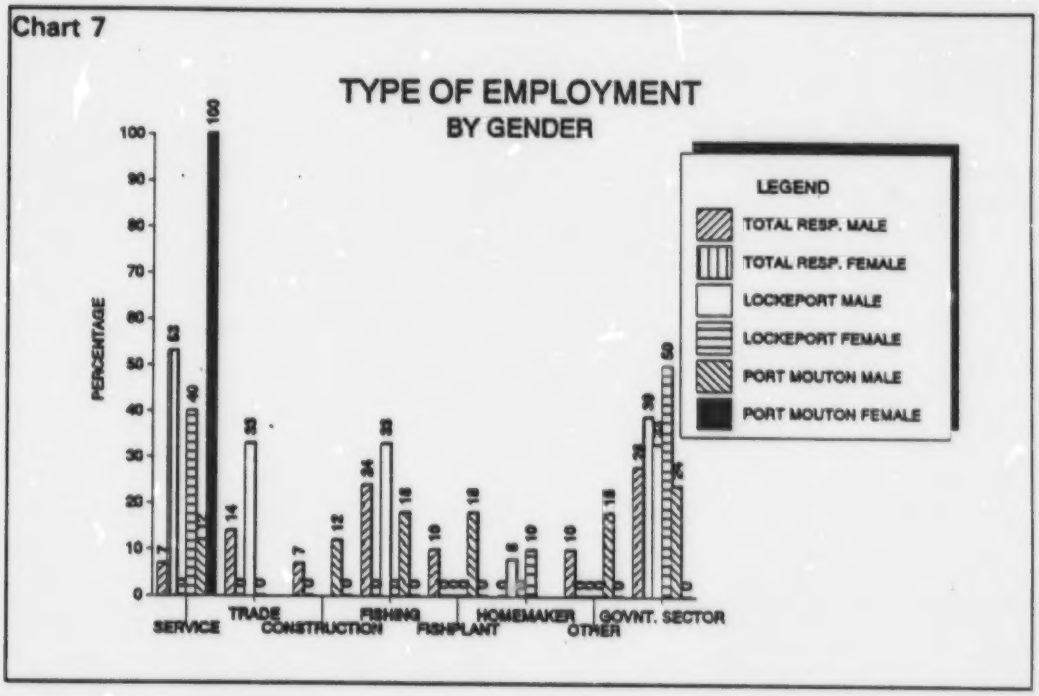
Type of Employment and Position

The most common type of employment is work on a government grant project (31 percent), followed by the service sector (21 percent), fishing (17 percent), trades (10 percent), fish processing and other (both 7 percent), construction (5 percent) and homemaker (2 percent)[3]. In Port Mouton, the most common type of employment is in the service sector (13 percent), followed by government grant (10 percent). As illustrated in Chart 7, 24 percent of males presently employed in Port Mouton and 33 percent in Lockeport are involved in government grant projects. One hundred percent of females in Port Mouton are presently employed in the service sector. In comparison 50 percent of females in Lockeport are employed on a government grant. There is no relation between age and the type of employment. The

[3] The survey does not distinguish between government grants which could include federal, provincial and municipal grants.

greatest proportion of married respondents presently employed work in the government sector.

Chart 7



There have been a number of adjustments in types of employment between Phases One and Two. As an example, the majority of workers in Phase One, both male and female were employed as fishplant workers in the first interview. As illustrated in Table 1 and Chart 7, in Phase Two only 18 percent of male respondents in Port Mouton were employed as fishplant workers. The other employed workers were employed in a number of occupations including business, service industries, fishing, etc..

The most common position held by respondents is that of a labourer (62 percent), (75 percent in Port Mouton and 50 percent in Lockeport). While the majority of both genders (66 percent of all males and 54 percent of all females)

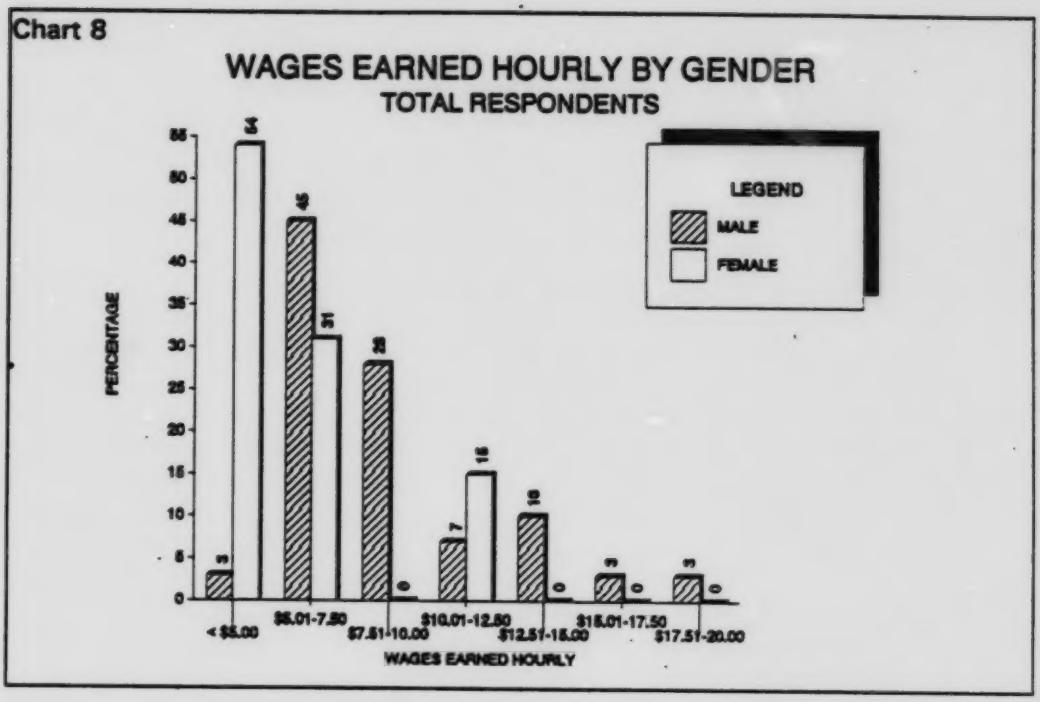
Table I - Type of Employment Phase Two (Phase One)

	Lockeport		Port Mouton	
	Male	Female	Male	Female
Business	-- (--)	-- (--)	-- (--)	-- (--)
Service	-- (--)	40 (--)	12 (--)	100 (0)
Trade	33 (--)	-- (--)	-- (--)	-- (--)
Carpentry	-- (--)	-- (--)	12 (--)	-- (--)
Fishing	33 (--)	-- (--)	18 (--)	-- (--)
Fish Plant	-- (99)	-- (97)	18 (100)	-- (100)
Sec/Clerical	-- (--)	-- (2)	-- (--)	-- (--)
Homemaker	-- (--)	10 (--)	-- (--)	-- (--)
Govt. Sec.	33 (--)	50 (--)	24 (--)	-- (--)
Other	-- (--)	-- (--)	18 (--)	-- (--)

are employed as labourers there are some interesting differences in job positic between males and females. For example, 10 percent of males were employed as tradespersons compared to 0 percent of females; further, 23 percent of females were employed as office clerks compared to 3 percent of males. There does not appear to be any relationship between age and job position.

Twenty-six percent of employed respondents earn an hourly wage of $7.50. The mean wage is $8.60 per hour. Females, on average, worked for lower wages compared to males as illustrated in Chart 8 -- 54 percent of employed females had an hourly wage of less than $5 per hour compared to 3 percent of males earning less than $5 per hour.

Chart 8



Travel To Employment

Over 90 percent of those presently employed travel outside their community for work, both male and female. The majority (90 percent) travelled less than 50 km to work. Eleven percent of all males travelled between 50 - 100 km, while 8 percent of all females presently employed had to travel over 200 km. to work. There was no relation between age, marital status and the distance travelled to work.

Summary

The profile of employment provides an understanding of some of the impacts that the plant closures have had on the community as indicated in the differences in responses between the first and second interviews:

- *Family incomes have decreased substantially particularly in Port Mouton which can only mean a lower standard of living for the displaced fishplant workers.*

- *There is some optimism regarding the future with a higher proportion of respondents in Phase Two compared to Phase One indicating that their major source of income will be wages and salaries.*

- *At the same time the responses indicate a higher reliance on social assistance which will increase the financial burden on both the provincial and municipal government notwithstanding the decrease in life style for the affected families and the possible social stigma often attached to social welfare recipients.*

- *There has been some improvement in employment within the two communities with permanent full-time employment increasing in the community of Port Mouton. At the same time many of the new jobs in both communities are either short term or part-time jobs. While this will help in the short term there is the need for an adjustment process that addresses the long term labour requirements of the communities. It is also important to note, particularly in Port Mouton, that the displaced workers have taken substantial wage cuts which can only have a negative impact on their quality of life.*

- *Gender and age seem to be important factors in employment with the majority of those employed being male and/or less than 30 years of age.*

- *Females who were employed were working for substantially lower wages than their male counterparts.*

- *Given the fact that the information from Phase One indicated that female plant workers had the lowest family incomes, the impact on these families, given that females are less likely to be employed and if employed are working for minimum wages, must be enormous in terms of loss of income and financial burden.*

SECTION 2: MOBILITY PATTERNS

Movement Outside Community

One form of labour adjustment is to move away to seek employment. Five respondents of the Phase One survey had moved away from the area and were unable to be located for the Phase Two survey; therefore, at most 4 percent, utilized this form of labour adjustment.

Movement Within Community

Ten percent of all respondents had moved at least once within their community since the first interview -- 3 percent in Port Mouton, and 13 percent in Lockeport. Females moved more often than males -- 5 percent of all males compared to 14 percent of all females. The majority of those who had moved were between 16 - 25 years of age (64 percent) and had moved from relatives to rent or to buy their own home. Only 11 percent moved back into their parents home.

Approximately 13 percent of all single respondents stated that they had moved at least once compared to only 4 percent of married respondents. In Port Mouton, all respondents who had moved were single while in Lockeport 19 percent of single and 6 percent of married respondents moved at least once. Fifty percent of divorced respondents moved at least once.

Summary

The early mobility patterns suggest some trends that may continue into the future that have implications regarding labour adjustment policy and programs:

- *The older displaced workers are less able to move than the younger workers and may require special consideration to enable them to move.*
- *the younger workers are more mobile and find it easier to move.*

SECTION 3: EMPLOYMENT SEARCH

Searching For Employment

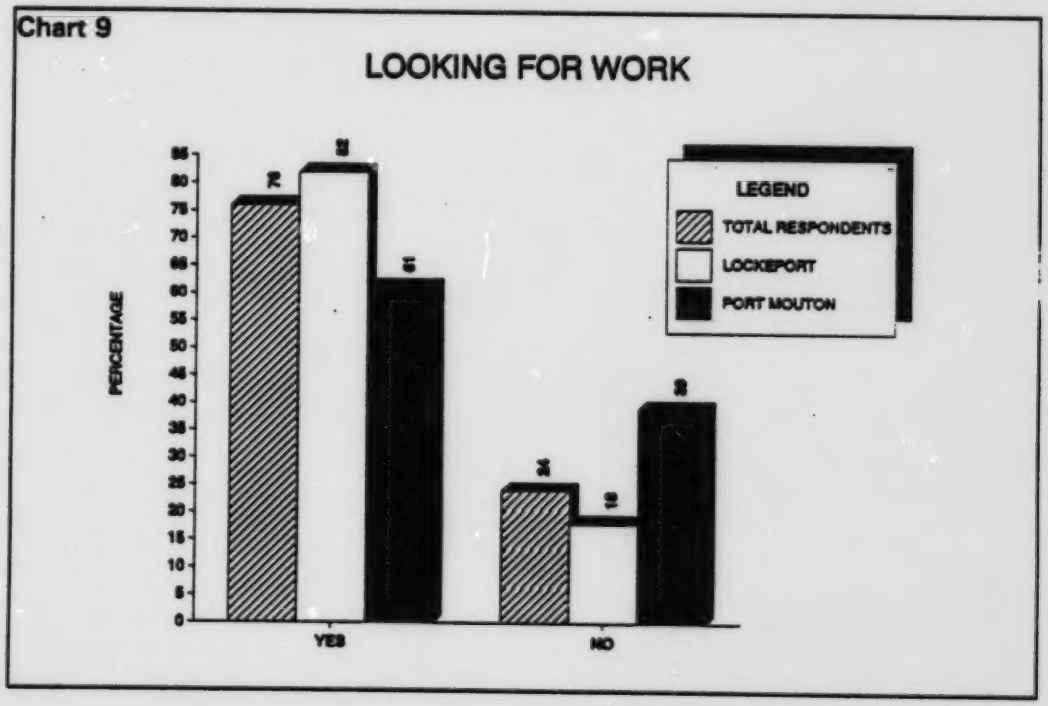
The vast majority of displaced workers who were unemployed wanted to work (79 percent); 64 percent in Port Mouton and 85 percent in Lockeport. The percentage of males desiring employment was higher than females -- 86 percent males, 73 percent female. In Port Mouton, 70 percent of all males and 60 percent of all females desire employment, while in Lockeport 93 percent of unemployed males and 79 percent of females desire work. There was no relation between age and not wanting to work.

Of those who do not desire employment, 44 percent gave poor health as their reason for not wanting work and 44 percent stated they were upgrading their education. This may indicate that the respondents are not part of the workforce depending on the nature of their health problem is permanent. The majority of males (80 percent) cited health reasons for not wanting work, while the majority of females (53 percent) were retraining, and will desire work in the

future. Poor health as a reason for not wanting to work was related to age and more common to those 30 years of age and over.

The majority of those who wanted to work were in fact looking for work (76 percent) as illustrated in Chart 9. There was a substantially lower percentage of females seeking employment (61 percent) compared to 89 percent of males (Port Mouton, 80 percent of males and 42 percent of females, Lockeport 92 percent of males and 74 percent of females). This gender difference can at least be partially explained by the high proportion of females engaged in retraining.

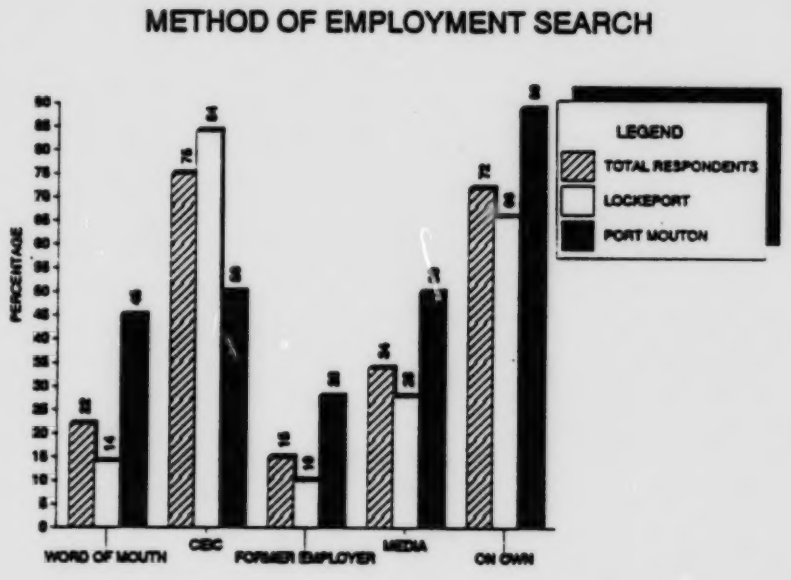
Chart 9



Methods of Seeking Employment

When seeking employment, respondents often use more than one method as can be seen in Chart 10. The two primary resources used in looking for employment were (1) utilizing CEIC office (75 percent) and (2) utilizing one's own resources (72 percent). Methods used varied considerably between communities. For example, in Port Mouton 89 percent used their personal resources as their major method for employment search with 50 percent indicating they used the media and CEIC. In Lockeport the majority (84 percent) used CEIC as a means of finding employment.

Chart 10



There were no major differences between males and females regarding method of employment search except in the case of going to former employers when looking for work -- 20 percent of females used this method compared to only 8 percent of males. No respondents below the age of 25 utilized word of mouth in seeking employment. All age groups utilized the CEIC. The greatest proportion of respondents who went to a former employer to seek work were between the ages of 31 - 45 years of age. There was no relation between age and utilizing the media.

Work for Lower Wages

Surprisingly, the vast majority (81 percent) of all displaced fish plant workers indicated that they were willing to consider employment for a lower wage than they had earned at the fish plant (71 percent in Port Mouton and 87 percent in Lockeport). Eighty-three percent of all males and 91 percent of all females were willing to work for a lower wage or salary (Port Mouton -- 65 percent of males and 88 percent of females, and in Lockeport -- 93 percent of males and 92 percent of females).

Self-Employment

Of the total respondents, 24 percent had considered self-employment (8 percent in Port Mouton and 31 percent in Lockeport). Thirty-six percent of all males and 12 percent of all females stated that they had considered self-employment. Of those unemployed, 14 percent of males in Port Mouton, and

50 percent of males and 17 percent of females in Lockeport, had considered self-employment. Age and marital status did not appear to be a contributing factor to the consideration of self-employment.

Of those who had considered self-employment, 45 percent of the males and 29 percent of the females had actually followed through; 67 percent of males in Port Mouton; 41 percent of males and 29 percent of females in Lockeport. Age and marital status had no bearing on the pursuit of self-employment.

Summary

- *The majority of those not employed at the time of the study were looking for work, if not they were generally of poor health and could not work or were upgrading their labour skills.*
- *Respondents in Port Mouton did not utilize CEIC resources to the same degree as those in Lockeport. One possible explanation is the greater distance to the local CEIC office from Port Mouton, contribution to an access problem.*
- *Significant numbers of respondents had considered self-employment and were attempting to follow through.*

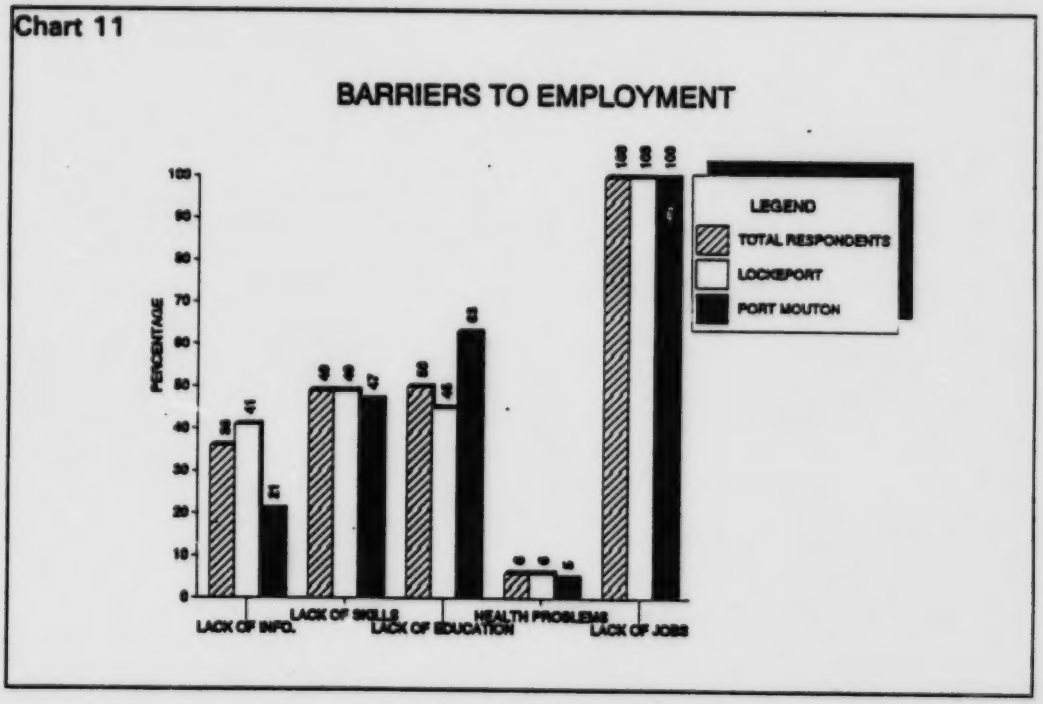
SECTION 4: BARRIERS TO EMPLOYMENT

A lack of job opportunities was cited by all unemployed respondents in both communities as being the major barrier to employment. Job skills and education were also mentioned by approximately 50 percent of unemployed fish plant workers as an employment barrier (see Chart 11). The only major differences between community response regarding employment barriers was in

the area of lack of information and lack of education. In Lockeport 41 percent felt lack of information was a barrier compared to 21 percent in Port Mouton. At the same time 63 percent of respondents in Port Mouton felt that education was a job barrier compared to 45 percent in Lockeport.

There were some significant differences in responses to barriers to employment related to gender and age. A higher percentage of males felt that the lack of information was a barrier compared to females. This was particularly evident in Lockeport where 50 percent of males compared to 32 percent of females cited lack of information as a barrier.

Chart 11



Forty-eight percent of both males and females felt that they lacked the relevant skills for obtaining jobs. Thirty-six percent of males and 63 percent of females in Port Mouton, and 54 percent of males and 44 percent of females in Lockeport felt that this was a barrier to employment. Age and marital status have little bearing upon the respondents perception regarding employment barriers.

Approximately 30 percent of all respondents felt that a lack of secondary education was a barrier to obtaining employment. Fifty-one percent of all males and 48 percent of all females felt that lack of, or not enough education posed a barrier to employment. In Port Mouton, 55 percent of males and 75 percent of females, and in Lockeport, 50 percent of males and only 40 percent of females felt that lack of education was a barrier to employment. Education was more of a barrier to the older displaced workers. Eighty-three percent of those 46-50 years of age compared to 25 percent of those 21-25 years of age identified education as a barrier. In Port Mouton, 25 percent of respondents between the ages 21-25 years of age identified age as a barrier compared to 100 percent of respondents between 46-50 years of age. This was also the case in Lockeport where 30 percent of respondents between 21 -25 years of age felt that education was a barrier compared to 80 percent of those over the age of 45.

Health as a barrier to gaining employment was directly related to age. Those identifying health as a problem were 36 years of age and older with the majority being over 45 years of age.

Summary

The major barrier to employment as identified in the survey was the negative economic environment -- there simply are not enough jobs within the community. At the same time the responses regarding employment barriers identify significant internal community problems that need to be addressed if the problem of employment of the displaced workers is to be solved:

- *Almost one half of respondents felt they lacked the specific skills to gain employment.*
- *The majority felt that their low level of education prevented them from being employed. This was particularly the case in Port Mouton where over two thirds of displaced workers indicated that they did not have sufficient education for employment.*
- *Education was more likely to be a problem for the older worker.*

SECTION 5: GOVERNMENT SUPPORT - UTILIZATION OF CEIC RESOURCES

Chart 12 illustrates how respondents utilized and evaluated the resources available from the local CEIC office.[4]

Visits To CEIC

Forty-six percent of all respondents claimed that they had visited the CEIC office in their area at least once since the last interview. In Port Mouton the figure is only 32 percent, with 54 percent in Lockeport reporting a visit. Forty percent of all males, and 41 percent of all females stated that they had

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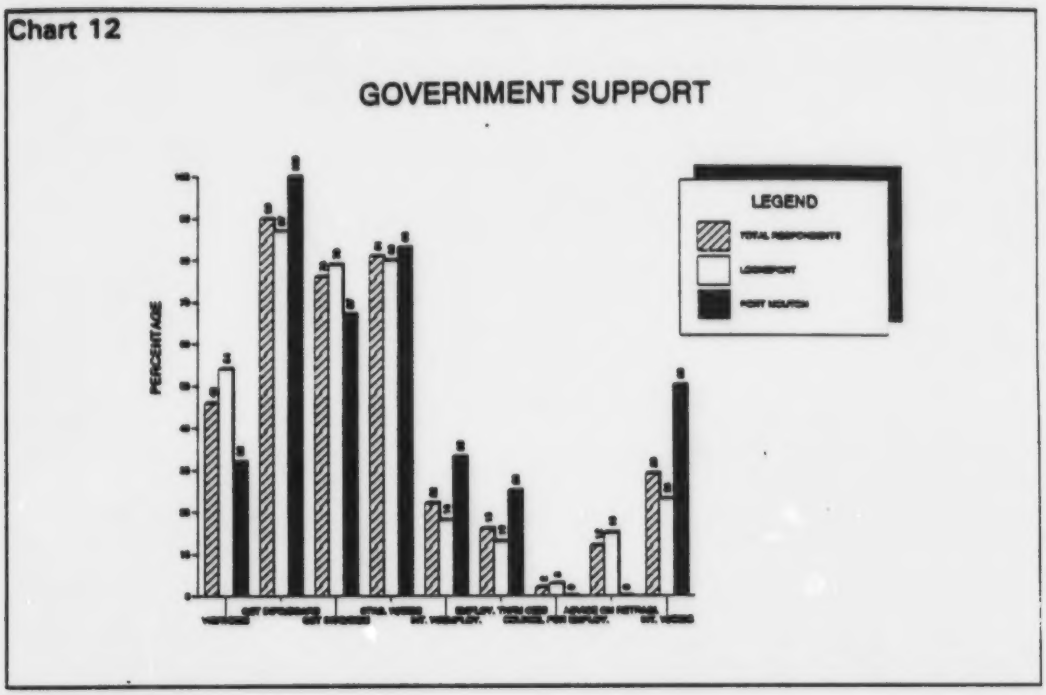
[4] See Appendix C, Pg. 77 for full page charts.

Chart 12



visited the CEIC office; Port Mouton -- 38 percent of males and 22 percent of females, in Lockeport -- 54 percent of males and 49 percent of females, stated that they had visited the CEIC office in their area. There did not appear to be any relation between age and whether or not a respondent visited the CEIC office.

Ninety percent of those visiting CEIC offices received information about possible employment from the job boards. Ninety-two percent of all males and 88 percent of all females who utilized the CEIC office used the job boards (Port Mouton -- 100 percent male and female, Lockeport -- 90 percent of males and 85 percent of females).

Information from Staff, Interviews with CEIC Staff and Counselling

The vast majority of displaced workers (76 percent) indicated they visited CEIC office had received information from staff -- 84 percent of males and 67 percent of females. Twenty-nine percent of those visiting CEIC offices were interviewed by staff (28 percent in Lockeport and 50 percent in Port Mouton). Only 1 person out of the 51 visiting CEIC offices were counselled by staff.

Interviews With A Perspective Employer

A low proportion of displaced workers were sent by CEIC for job interviews (22 percent). Males were more likely to have been referred for an interview -- 26 percent of all males and 17 percent of all females had job interviews. In Port Mouton 50 percent of all males and 0 percent females, and in Lockeport 16 percent of males and 20 percent of females were sent to an interview with a perspective employer. Age had no relevance in whether or not a respondent was referred for an interview.

Employment Through CEIC

Of all respondents utilizing CEIC services 16 percent obtained employment through CEIC -- 22 percent of all males and only 8 percent of all females. Those obtaining employment were between the ages of 21 and 40. In Port Mouton, 38 percent of all the males, and in Lockeport 16 percent of males and 10 percent of females who had utilized CEIC found jobs.

Satisfaction With CEIC Service

Over 80 percent of those respondents who used the services of CEIC expressed satisfaction with the service they received. Of these individuals, 82 percent of males and 79 percent of females expressed satisfaction. There was no relationship between age and satisfaction with CEIC.

Just over 7 percent of all respondents expressed dissatisfaction with the service they had received from CEIC. The complaints included: not enough help given; that it took too much time; that the location of the CEIC office was too far; the cost of travelling to the CEIC office was too great; and that the attitude of the CEIC staff was poor. Gender and age had little relevance in this question.

Summary

The responses on use of CEIC offices in the region indicate that the offices were underutilized with less than half of the workers having actually used these resources. The responses also identify strengths and weaknesses:

- *The use of CEIC resources by those in Port Mouton was substantially lower than that in Lockeport. As stated previously this can at least be partially explained by the fact that the distance is greater for those living in Port Mouton. The distance to the CEIC offices also probably explains why fewer females utilized these resources compared to males.*

- *While there was a high percentage of those who visited CEIC offices indicating they had used the information boards and had received information from the staff there was a very low incidence of staff counselling. The fact that many of the respondents were satisfied with the help received from CEIC may reflect that they are unable to identify and ask for the help they need and/or do not know the full range of services that are available.*

- *There also was an underutilization of resources by female displaced workers compared to males -- fewer females received information from staff, were sent for interviews for jobs or gained employment through CEIC.*

SECTION 6: RETRAINING

Future Work Skills Desired

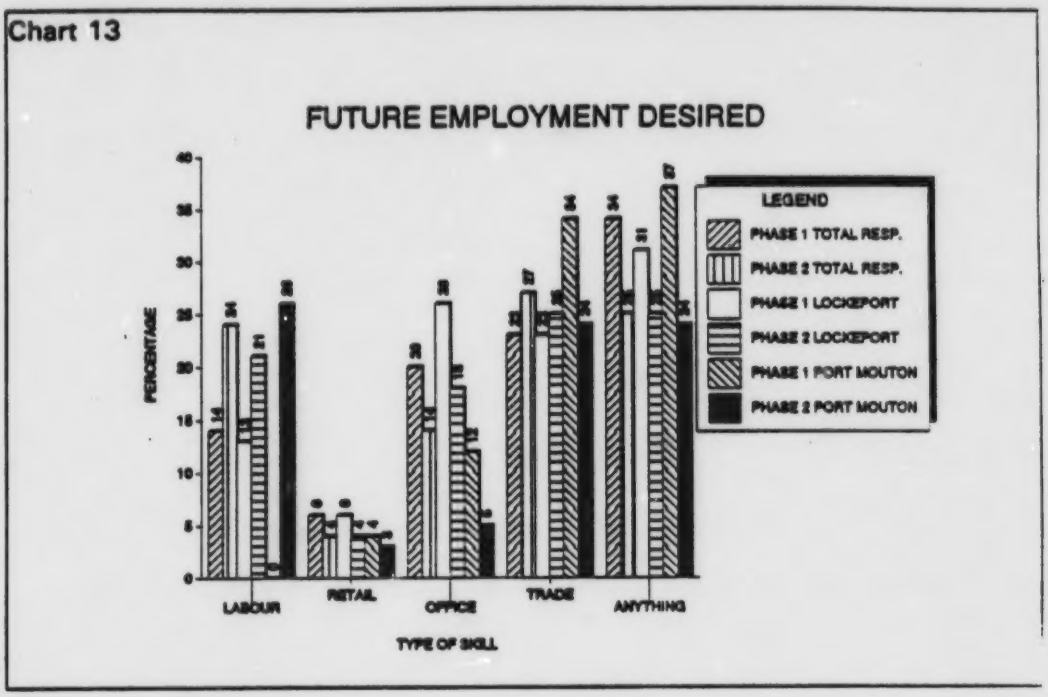
There have been a number of adjustments regarding future employment desired. Generally there are fewer respondents who are looking for anything in terms of type of employment as illustrated in Chart 13. Overall the percentage of displaced workers desiring employment as labourer or trades person has increased substantially. There has also been a decrease in those desiring employment in the office or retail environment. There was no major differences between the two communities with trades and labour being the most desired employment in both communities. However, there was a substantial decrease in the proportion of workers in Port Mouton who desired employment in the trades -- from 34 percent in Phase One to 24 percent in Phase Two.

Involvement In Retraining

Twenty-four percent of all respondents had been involved in some form of retraining since the first interview (Port Mouton -- 33 percent, Lockeport -- 18 percent). Twenty-percent of all males and 27 percent of all females had been involved in some form of retraining. In Port Mouton, 33 percent of both males and females, and in Lockeport 11 percent of males and 24 percent of

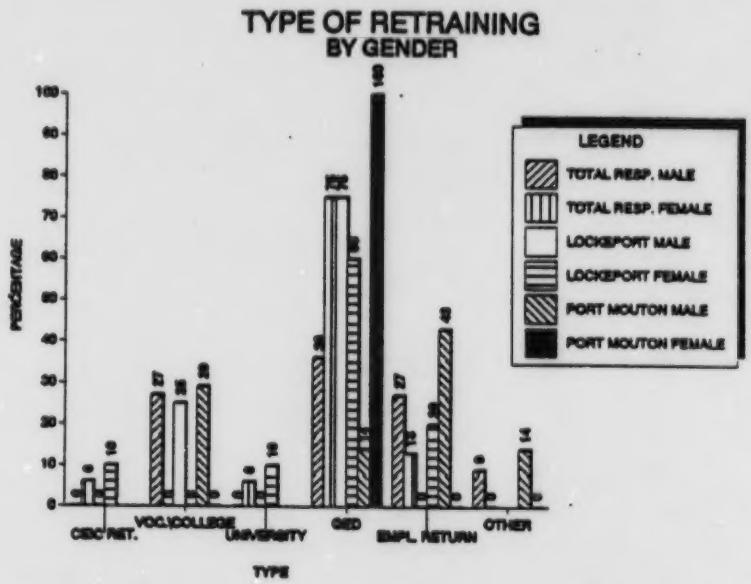
females, had been involved in some form of retraining. The incidence of retraining was higher among those below the age of 50 years.

Chart 13



As illustrated in Chart 14 the most common type of retraining among respondents was high school upgrading (GED). There were substantial differences between communities and genders relative to types of training being undertaken. Seventy-five percent of females, and 36 percent of males were involved in GED upgrading. In Port Mouton, 100 percent of females and 14 percent of males, and in Lockeport 75 percent of males and 60 percent of females were involved in GED upgrading. Age had no impact upon the types of retraining undertaken by respondents. Employment sponsored training and vocational training was significantly more common among males in Port Mouton.

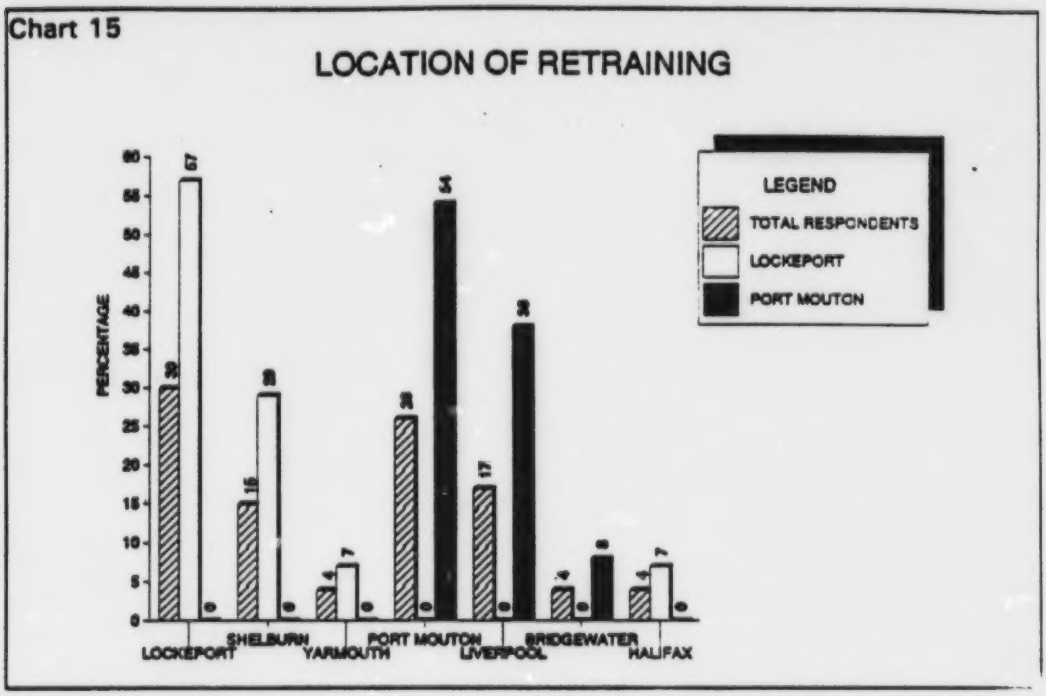
Chart 14



Location Of Retraining

The majority of retraining took place within the two communities as illustrated in Chart 15; 57 percent of Lockeport, and 54 percent of Port Mouton respondents undertook retraining within their respective communities. Other communities such as Liverpool (17 percent), Shelburne (15 percent), Bridgewater (4 percent), Halifax (4 percent) and Yarmouth (4 percent) were also locations of retraining. Gender, age, and marital status had little bearing on location of retraining.

Chart 15



Duration And Form Of Retraining

Of all respondents, 13 percent were involved in full-time training that lasted approximately 12 months, 10 percent were involved in part-time training that lasted for approximately 2 months. In Port Mouton, the greatest number (31 percent) of respondents were involved in full-time retraining which lasted approximately 12 months. In Lockeport the greatest number of respondents (15 percent) were involved in part-time retraining that lasted 2-4 months. Age, gender and marital status had no bearing on form and duration of retraining.

Financial Assistance For Retraining

Only 13 percent received financial assistance for retraining. The amount of assistance varied, but the two most frequent amounts were $53 per week and $300 every two weeks, depending upon the type of retraining undertaken. The majority (73 percent) of respondents did not incur any costs for the actual training, but approximately 10 percent of all respondents did require some financial assistance for their retraining. In Port Mouton, respondents undertaking the full year GED course were receiving $106 per week if they were married respondents and $53 per week if they were single. The majority of females who received financial assistance received amounts less than $132 every two weeks, while the majority of male respondents who received financial assistance received assistance in excess of $132 every two weeks and up to $300 every two weeks. These larger amounts were equivalent to respondents unemployment insurance benefits.

Effectiveness Of Retraining

Sixty-eight percent of those who undertook retraining felt that the retraining was intensive enough for them to reenter the workforce; 60 percent of all males and 70 percent of all females felt that retraining was intensive enough. No relation between age and marital status and the usefulness of retraining could be drawn. In Port Mouton, over 70 of both male and females felt that retraining was intensive enough for re-entering the workforce, while in Lockeport, 33 percent of males and 67 percent of females felt this way.

Future Retraining Participation

Fifty-seven percent of respondents intended to undertake additional retraining in the near future (Port Mouton -- 33 percent, Lockeport -- 70 percent). Fifty percent of all males and 64 percent of all females stated that they intended to retrain. In Port Mouton, 33 percent of both genders intended to retrain compared to 60 percent of males and 78 percent of females in Lockeport. There was a direct relationship between age and the intent for future retraining. The majority of respondents who intended to retrain were in the younger age bracket between 16 and 45 years of age. Of those respondents who were married, 50 percent intended to retrain compared to 67 percent of those who were single.

More than half of the respondents (54 percent) who intend to retrain in the future expressed interest in vocational training; these figures were 50 percent in Port Mouton and 55 percent in Lockeport. Of those intending on future retraining, 58 percent of males and 40 percent of females in Port Mouton intended on undertaking vocational training, compared to 79 percent of all males and 40 percent of females in Lockeport. Age and marital status had little bearing on the type of retraining desired.

The majority of those who intended to take further retraining indicated they would be going to the vocational school in Shelburne -- 55 percent; 41 percent of all males and 63 percent of all females. In Port Mouton 39 percent chose Shelburne, (28 percent of males and 50 percent of females). In Lockeport 60 percent intended to retrain in Shelburne (47 percent males and 66

percent females). There was no relation between age and marital status and the location of future retraining.

Seventy-nine percent of those intending to retrain expect their retraining to be full-time meaning at least one year in length (92 percent of males and 70 percent of females). In Port Mouton 100 percent of both males and females and in Lockeport 90 percent of males and 65 percent of females indicated that retraining would be full-time. Age and marital status had no impact upon whether or not future training would be full-time or part-time. The length of retraining for all displaced workers was anticipated to be at least one year in length.

Forty-three percent of all respondents stated that they would require financial assistance in order to retrain. Of those requiring financial assistance, the amounts were either unknown or equivalent to their unemployment insurance benefits. Age and marital status had no relation with financial need for retraining.

Summary

The responses on retraining identified a number of trends and problem areas.

- *There appears to be an adjustment in focus regarding future employment and retraining. There are a higher number of workers who have specific plans as to what type of employment they desire.*

- *Low levels of education were identified as a major problem in Phase One. This problem has been recognized by a number of respondents as indicated by those who are taking high school upgrading courses. However there is a substantial number of respondents who have yet to*

undertake any upgrading.

- *There is a recognition by the displaced workforce that they need to become involved in vocational training as indicated by the significant number who intend to take vocational courses in the future.*

- *The older workers and the female workers appear to be unique. The older worker has not generally been involved in retraining. On the other hand the female worker appears less able to take long term occupation retraining.*

SECTION 7: RELOCATION

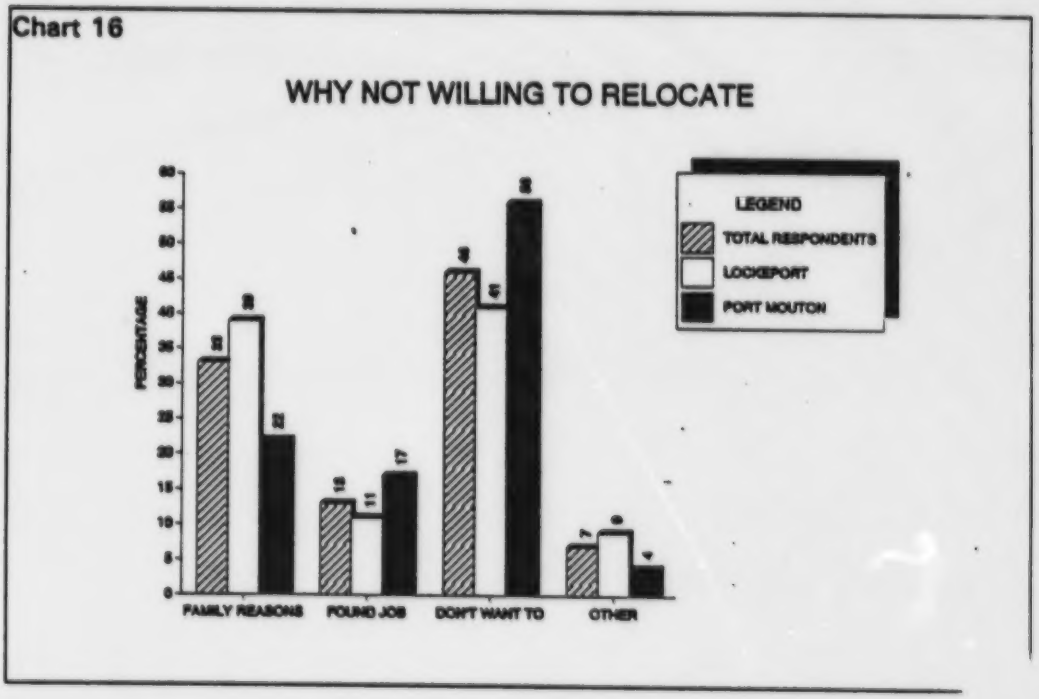
Willingness To Relocate Permanently

There is a direct relationship between gender, age, and marital status and the willingness to relocate. Of all respondents, 41 percent stated, that if necessary, they would relocate permanently -- 51 percent of all males and 31 percent of all females. The respondents' willingness to relocate decreases as age increases. For example, 80 percent of those twenty-five years and younger indicated they would be willing to permanently relocate compared to 9 percent of those over the age of 40. Of those respondents who are married only 23 percent are willing to relocate compared to 70 percent of those who are single. In Port Mouton, 62 percent of the males and only 22 percent of females were willing to relocate, compared to 48 percent of males and 34 percent of females in Lockeport.

The majority of those unwilling to permanently relocate simply did not want to move (46 percent) as illustrated by Chart 16 -- 41 percent in Lockeport and 56 percent in Port Mouton. There were also a significant number of

respondents who indicated they could not move for family reasons (ie. spouse is employed in area -- 33 percent). As would be expected the majority of females indicated they could not move because of family reasons (see Chart 17).

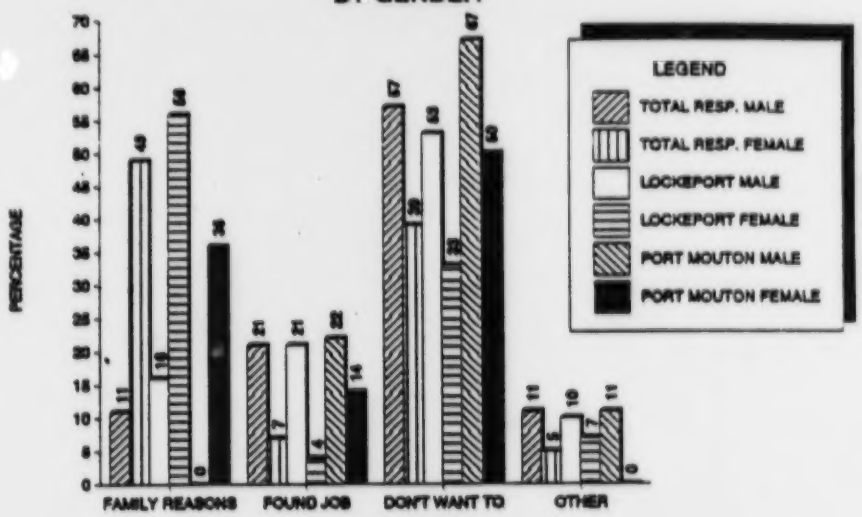
Chart 16



Distance And Location For Relocation

The vast majority (96 percent) of those willing to relocate, are willing to relocate a distance of over 200km, with 66 percent wanting to remain within Nova Scotia. There appears to be no relation between age, gender and marital status and respondents choice of distance and location for relocating. Approximately 17 percent of those willing to relocate were willing to go anywhere in Canada, of these, the vast majority were single or divorced.

Chart 17



Summary

There are a significant number of displaced workers who were willing to relocate outside their community in order to find employment. However, there were no major differences between responses from Phases One and Two. For example, in Phase One, 39 percent indicated that they were willing to move as compared to 41 percent in phase Two. The willingness or ability to relocate was dependent on a number of variables;

- *Married women generally were unable to relocate because of their family situation.*
- *The older workers generally did not want to leave their community where they had lived for most of their life.*

- *The displaced workers who were the most mobile tended to be single or married males.*

- *Generally the displaced workers wanted to remain within the province.*

OBSERVATIONS AND CONCLUSION

Observations

A number of positive employment adjustments have occurred within the community; employment has substantially increased since Phase One and there has been considerable adjustment regarding types of employment and movement out of the fishplant sector to other sectors including retail, fishing and trades. There has also been a significant amount of activity towards self-employment which requires further research. Finally there is an increased sense of optimism as indicated by the fact that wages as a major source of income is expected to increase over the next 12 months.

Phase Two also clearly indicated that the respondents display a willingness to be flexible and a high degree of self reliance in attempting to address the problems created by the fishplant closure. This is demonstrated by the proportion of workers who used their own resources to find employment, the willingness to take a cut in wages, the willingness of a significant proportion to move elsewhere and the number of workers presently involved in retraining activities or intending to become involved.

However, there are a number of problems and trends that need to be addressed in order to ensure the effects of the plant closures are minimal. The

problems faced by the female and elderly plant workers needs special attention. As clearly illustrated by this survey female displaced workers face a number of unique problems; they are generally less likely to be employed, they are less likely to be able to visit CEIC offices, less likely to become involved in long term occupational upgrading, and are less likely to be able to move from their community to find jobs. On the other hand the older workers also face unique problems, their educational levels are generally lower, they have lived in the community for a longer period of time (probably most of their life), and find it more difficult to make the adjustments required, i.e., retraining or outmigration.

The majority of respondents did not visit the CEIC and the help given by those who did use this resource appears to be minimal particularly as it relates to personal interviews and counselling. In light of the fact the responses indicated that the majority of those using their resources were satisfied, more research is required to determine why this resource was underutilized. One possible explanation is that females and those living in Port Mouton had limited access to the facilities because of distance and poor transportation facilities.

Although there were a number of respondents who were involved in retraining, the majority of workers were not, despite the high level of interest. There was some suggestion during the interviews that access to upgrading and retraining is limited, particularly in Port Mouton where access to the major training facilities available in Shelburne is limited particularly for female respondents.

Although there has been an increase in employment there are also a

number of negative trends and problems that need to be addressed. Much of the employment tends to pay significantly lower wages, particularly in Port Mouton. The high proportion of workers on government grants suggests that the present strategy is short term which will only delay the financial impact of the plant closures on the families. It appears that the existing trend of increased dependence on welfare payments will not only continue but will probably increase over time.

The survey clearly indicates that while the initial problem may be the same (fish plant closure), the circumstances in each community are very different. This applies to type of employment, income levels, availability of training, etc. This suggests that any approach to labour adjustments must (1) be based on the circumstances as it applies to each community, not to the communities as a generic entity, and (2) the solution can best be derived from a community based development process that assesses the needs of the individual communities and develops specific solutions to address those needs.

Conclusions

The responses from both Phases One and Two describe the impacts that the fish plant closures have had on the displaced fishplant workers in Lockeport and Port Mouton. In this sense the study provides an insight into how an economic crisis can affect a displaced workforce in small communities where employment opportunities are limited or non-existent. The result is increased unemployment, decreased levels of income, and increased dependence on

welfare benefits.

The Study (Phases One and Two) also identifies inherent structural weaknesses within the communities that have a number of commonalities which may have some relevance to other small communities that are dependant on a resource based economy. These structural weaknesses act as barriers to addressing and improving the economic condition of the individuals in particular and the community in general (low levels of education, low levels of job skills, an elderly or female workforce, etc.).

The picture that emerges is one of a workforce that is struggling to regain its equilibrium and attempting to make the labour adjustments necessary, (retraining, changing jobs, creating jobs (self employment), etc.). On the other hand the responses also indicate there are still major problems facing the community in the form of decreased salaries, dependence on short term employment, and an employment and adjustment process which caters to a primarily young male mobile workforce while discriminating against the female and elderly workforce.

The existing approach to the employment problem within Lockeport and Port Mouton has been primarily short term focused (providing make work jobs) and reactive rather than proactive. That is existing programs were the major adjustment tool used by the public sector. Responses to the questionnaire suggests that there is no attempt or at least awareness of attempts being made to create new approaches best suited for the individual communities. Federal government funds to diversify the economy of fisheries communities will act as

a positive incentive for a proactive approach in the future. Given the responses from Phase Two, it is clear that a different approach is required. One which is proactive, integrative and community-based may be usefully employed. This approach would include involving all levels of government, the community at large, and the displaced workers. The major tasks would be to identify the major problems and opportunities and then address them in an integrative fashion.

In general terms, the experience from Lockeport and Port Mouton suggests that the present federal government approach to the labour problems facing the fisheries sector seems to be primarily one of making money available without providing any practical guidance or support so that the local leadership can determine how best to spend the money in a way which will address the problems in both the short and long term. Conversely, many of these communities, because of their size, do not have the resources, experiences and skills to enable them to develop and implement the type of program required.

In practical terms a community revitalization program (using these two communities as a case study) would include the following activities:

1. Developing and implementing a community development program which involves all levels of government, the community at large and the displaced workers. The role of the federal levels of government would be one of: providing operating support; assisting the community in undertaking studies; providing information on various programs and acting as an advocate with other senior levels of government when

necessary; assist in building the capacity of the local community to be able to address their labour problems; and where necessary provide the funding for the various adjustment activities identified by community as being needed. This program would be one of partnership between all participants within the community with the role of the senior levels of government being one of network and partnership facilitation and funding.

2. Identifying the basic structural problems within the community which presently act as barriers to community development (low education levels, illiteracy, substandard housing, etc.) and develop an approach to addressing these barriers. This approach would include using existing and/or developing new programs.

3. Developing and delivering employment and adjustment resources which are accessible to all including the female and elderly workforce. Services such as those provided by CEIC need to become more proactive so that each individual is provided with the required guidance and counselling, rather than making one general program fit all individuals (the existing approach) which simply will not successfully address problems such as those encountered by the displaced fish plant workers in Lockeport and Port Mouton. This would include locating mobile offices within each community and developing locally based approaches to the labour adjustment problems.

In conclusion, strategies to address an economic crisis that strikes small resource based communities such as the fishplant closures in Lockeport and Port Mouton need to be initiated and developed within the community. Involving senior levels of government within the community development process will help to ensure the long term viability of small communities through the development of innovative, locally based solutions.

APPENDIX 1
STATISTICAL OVERVIEW

STATISTICAL OVERVIEW

SECTION 1: PROFILE OF RESPONDENTS

- *The levels in total family incomes have decreased from $26,610 to $24,611 between Phases One and Two.*
- *There is a substantial difference regarding decline in total family incomes between the two communities with incomes in Port Mouton decreasing by $3,662 (15 percent) from $24,482 to $20,820 -- in Lockeport the decrease is marginal $931 (0.3 percent) from $27,171 to $26,240.*
- *In Port Mouton 5 percent of displaced workers are dependant on social assistance as their major source of income.*
- *Sixty-one percent of the workers indicate that wages and salaries will be their major income source in the next 12 months.*
- *Social assistance is expected to increase as a major source of income over the next 12 months (Lockeport -- 7 percent, Port Mouton -- 8).*
- *Seventy-five percent of all respondents received unemployment insurance at some time since the first interview.*
- *Of the respondents who were/are receiving unemployment insurance, 40 percent had exhausted their claims, while the remaining 60 percent had up to 20 weeks left (Port Mouton -- 62 percent, Lockeport -- 30 percent).*
- *The total number of employed persons (full and part time) increased from 22 percent to 37 percent (Lockeport -- 14 percent to 29 percent, Port Mouton -- 35 percent to 51 percent) between Phases One and Two.*
- *In Port Mouton there was an increase in all job types with permanent full-time jobs increasing from 20 percent to 26 percent between Phase One and Two.*
- *A substantially higher percentage of male workers were employed compared to females -- 52 percent compared to only 22 percent of females.*
- *In Port Mouton 81 percent of the males were employed compared to only 14 percent of females.*

- *Approximately 45 percent of all respondents from both communities have had at least one form of employment since Phase One.*

- *Seventy percent of all male respondents have had at least one job since the first interview compared to 22 percent of all females.*

- *In Port Mouton 95 percent of all males and only 16 percent of females have had at least one job since the first interview. In Lockeport 54 percent of males and 24 percent of females held at least one job.*

- *The most common type of employment is work on a government grant project (31 percent).*

- *The most common position held by respondents is that of a labourer (62 percent), (75 percent in Port Mouton and 50 percent in Lockeport). The majority of both genders (66 percent of all males and 54 percent of all females) are employed as labourers.*

- *Twenty-six percent of employed respondents earn an hourly wage of $7.50 (26 percent).*

- *Females, worked for lower wages compared to males -- 54 percent of employed females had an hourly wage of less than $5 per hour compared to only 3 percent of males.*

- *Over 90 percent of those presently employed travel outside their community for work. The majority (90 percent) travelled less than 50 km to work.*

SECTION 2: MOBILITY PATTERNS

- *Ten percent of all respondents had moved at least once within their community since the first interview.*

- *The majority of those who had moved were between 16 - 25 years of age (64 percent) and had moved from relatives to rent or to buy their own home.*

SECTION 3: EMPLOYMENT SEARCH

- *The vast majority of displaced workers who were unemployed wanted to work (79 percent). Of those who do not desire employment, 44 percent gave poor health as their reason for not wanting work and 44 percent stated they were upgrading their education. The majority of males (80 percent) cited health reasons for not wanting work, the majority of females (53 percent) were retraining.*

- *The majority of those who wanted to work were in fact looking for work (76 percent).*

- *There was a substantially lower percentage of females seeking employment (61 percent) compared to 89 percent of males (Port Mouton -- 80 percent of males and 42 percent of females, Lockeport -- 92 percent of males and 74 percent of females).*

- *The two primary resources used in looking for employment were (1) CEIC office (75 percent) and (2) one's own resources (72 percent).*

- *In Port Mouton 89 percent used their personal resources as their major method for employment search. In Lockeport the majority (84 percent) used CEIC as their primary method.*

- *The vast majority (81 percent) indicated that they were willing to consider employment for a lower wage than they had earned at the fish plant (Port Mouton -- 71 percent, Lockeport --87 Lockeport).*

- *Eighty-three percent of all males and 91 percent of all females were willing to work for a lower wage or salary.*

- *Twenty-four percent of respondents had considered self-employment (Port Mouton -- 8 percent, Lockeport -- 31 percent).*

SECTION 4: BARRIERS TO EMPLOYMENT

- *A lack of jobs was cited by all unemployed respondents in both communities as being the major barrier to employment. Job skills and education were also mentioned by approximately 50 percent of unemployed fish plant workers as employment barriers.*

- *In Lockeport 41 percent felt lack of information was a barrier compared to 21 percent in Port Mouton.*
- *Sixty-one percent of respondents in Port Mouton felt that education was a job barrier compared to 45 percent in Lockeport.*
- *Forty-eight percent of both males and females felt that they lacked the skills for obtaining jobs.*
- *Education was more of a barrier to the older workers.*

SECTION 5: GOVERNMENT SUPPORT - UTILIZATION OF CEIC RESOURCES

- *Forty-six percent of all respondents had visited the CEIC office in their area at least once since the last interview, (Port Mouton -- 32 percent, Lockeport -- 54 percent).*
- *In Port Mouton 38 percent of males and 22 percent of females had utilized CEIC resources compare to 54 percent of males and 49 percent of females in Lockeport.*
- *Ninety percent of those visiting CEIC offices received information about possible employment from the job boards.*
- *The vast majority (76 percent) who had visited the CEIC office had received information from staff -- 84 percent of males and 67 percent of females.*
- *Twenty-nine percent of those visiting CEIC offices were interviewed by staff.*
- *Only 1 person out of the 51 visiting CEIC offices were counselled by staff.*
- *Of all respondents utilizing CEIC services 16 percent obtained employment through CEIC -- 22 percent of all males and only 8 percent of all females.*
- *Over 80 percent of those respondents who used the services of CEIC expressed satisfaction with the service they received.*

SECTION 6: RETRAINING

- *Twenty-four percent of all respondents had been involved in some form of retraining since the first interview (Port Mouton -- 33 percent Lockeport -- 18 percent.*

- *The most common type of retraining among respondents was high school upgrading (GED). There were substantial differences between communities and genders relative to types of training being undertaken.*

- *In Port Mouton, the greatest number (31 percent) of respondents were involved in full-time retraining, which lasted approximately 12 months. In Lockeport the greatest number of respondents (15 percent) were involved in part-time retraining that lasted 2-4 months.*

- *Sixty-eight percent of those who undertook retraining felt that the retraining was intensive enough for them to reenter the workforce.*

- *Fifty-seven percent of respondents intended to undertake additional retraining in the near future (Port Mouton -- 33 percent, Lockeport -- 70 percent).*

- *The majority of respondents who intended to retrain were in the age bracket between 16 and 45 years of age.*

- *More than half of the respondents (54 percent) who intend to retrain in the future expressed interest in vocational training.*

- *Fifty-eight percent of males and 40 percent of females in Port Mouton intended on undertaking vocational training, compared to 79 percent of all males and 40 percent of females in Lockeport.*

- *The majority of those who intended to take further retraining indicated they would be going to the vocational school in Shelburne.*

- *Seventy-nine percent of those intending to retrain expect their retraining to be full-time (92 percent of males and 70 percent of females).*

- *Forty-three percent of all respondents stated they would require financial assistance in order to retrain.*

SECTION 7: RELOCATION

- *There is a direct relationship between gender, age, and marital status and the willingness to relocate. Eighty percent of those twenty-five years and younger indicated they would be willing to permanently relocate compared to 9 percent of those over the age of 40.*

- *Twenty-three percent of married respondents are willing to relocate compared to 70 percent of single respondents.*

- *The vast majority (96 percent) of those willing to relocate, are willing to relocate a distance of over 200km, with 66 percent wanting to remain within Nova Scotia.*

Table II - Overview of Phase Two Findings - Lockeport/Port Mouton

		Lockeport Total	Port Mouton Total
Major Income Sources			
	Wages	47%	64%
	UIC	48%	28%
	Pension	3%	0%
	Workers Comp.	1%	0%
	Social Assist.	0%	5%
	Wood Lot	1%	3%
Major Income Sources Next 12 Months			
	Wages	55%	74%
	UIC	37%	5%
	Pension	7%	11%
	Workers Comp.	0%	0%
	Social Assist.	7%	5%
	Wood Lot	4%	5%
Employed		29%	51%
Job Tenure			
	Perm-Full	39%	28%
	Perm-Part	13%	15%
	Temp-Full	21%	39%
	Temp-Part	3%	10%
Labour Force Status by Age			
	<30	0%	100%
	21-25	27%	80%
	26-30	40%	67%
	31-35	17%	33%
	36-40	60%	40%
	41-45	33%	40%
	46-50	17%	0%
	51-55	25%	0%
	56-60	30%	0%
	61-65	0%	50%
Looking for Work			
	Yes	93%	61%
	No	18%	39%
Method of Employment Search			
	Word of Mouth	14%	46%
	CEIC	64%	50%
	Former Employer	10%	39%
	Media	39%	50%
	On Own	68%	68%
Barriers			
	Lack of Info.	41%	21%
	Lack of Skills	48%	47%
	Lack of Education	48%	63%
	Health Problems	6%	5%
	Lack of Jobs	100%	100%
Future Employment Desired			
	Labour	21%	28%
	Retail	4%	3%
	Office	19%	5%
	Trade	35%	24%
	Anything	35%	24%
Location of Retraining			
	Lockeport	67%	0%
	Shelburne	39%	0%
	Yarmouth	7%	0%
	Port Mouton	0%	54%
	Liverpool	0%	36%
	Bridgewater	0%	9%
	Halifax	7%	0%
Government Support			
	Visited CEIC	54%	33%
	Got Info./Board	87%	100%
	Got Info./CEIC	78%	67%
	Sees. W/CEIC	80%	83%
	Int. W/Employ.	19%	33%
	Employ. Thru CEIC	13%	28%
	Council for Emp.	3%	0%
	Advice on Ret.	15%	0%
	Int. W/CEIC	23%	50%
Why not Willing to Relocate			
	Family Reasons	39%	23%
	Found Job	11%	19%
	Don't Want to	41%	54%
	Other	9%	4%

Table III - Overview of Phase Two Findings - Female/Male Breakdown - Lockeport/Port Mouton

		LP Male	LP Female	PM Male	PM Female
Labour Force Status		34%	24%	81%	14%
Type of Employment					
	Service	0%	40%	12%	100%
	Trade	33%	0%	--	--
	Construction	--	--	12%	0%
	Fishing	33%	0%	18%	0%
	Fish Plant	0%	0%	18%	0%
	Homemaker	0%	10%	--	--
	Other	--	--	18%	0%
	Govt. Sector	33%	50%	24%	0%
Type of Retraining					
	CEIC Retrain	0%	10%	--	--
	Voc.\College	25%	0%	29%	0%
	University	0%	10%	--	--
	GED	75%	60%	14%	100%
	Employment Ret.	0%	20%	43%	0%
	Other	--	--	14%	0%
Why Not Willing to Relocate					
	Family Reasons	16%	56%	0%	36%
	Found Job	21%	4%	22%	14%
	Don't Want to	53%	33%	67%	50%
	Other	10%	7%	11%	0%
Wages Earned Hourly Total Responses					
		M	F		
	<$5.00	3%	54%		
	$5.01-7.50	45%	31%		
	$7.51-10.50	28%	0%		
	$10.01-12.50	7%	15%		
	$12.51-15.00	10%	0%		
	$15.01-17.50	3%	0%		
	$17.51-20.00	3%	0%		

APPENDIX 2
QUESTIONNAIRES AND COVERING LETTER

Phase Two: Lockeport Study

Follow Up Survey Questionnaire:

Objective:

To assess labour force adjustment measures used and to measure the impact of the plant closure on directly affected individuals and households.

Information concerns:

Work history since last interview
Education, Training, upgrading undertaken
Income levels of individuals and families between interviews
Family profile
Mobility profile
Adjustments Completed or proposed

In completing the second phase, a comparison between the two phases will be undertaken. The data derived from this comparison will provide the foundation for identifying how affected individuals and households are impacted and the nature and effectiveness of employment adjustment measures.

Part I

FAMILY INFORMATION

1.Gender
- a) male
- b) female

2. What is the name of the community?
- a) Port Mouton
- b) Lockeport

3. How long have you lived there?_____years.

4. Type of housing?
- a) Single house
- b) Mobile Home
- c) Duplex
- d) Apartment
- e) Live with relatives at home
- f) Other_____.

5. Do you own or rent your present home?
- a) own
- b) rent

6. How long have you lived in your present home?___.

7. Have you moved since last interview?
- a) yes
- b) no

8. If no, skip to Q. 12

9. If yes, how many times?___no.#

10.
a) First move: What type of move was this?
- a) sold home moved to a rental unit
- b) moved from one rental unit to another
- c) moved out from parents home to a rental unit
- d) moved out from parents home to a owned unit
- e) sold home bought another
- f) sold home moved in with relatives
- g) left rental, moved back home with relatives
- h) other_____.

b) What was the reason for this move?

a) could not afford to live in previous home
b) moved from one rent to a cheaper one
c) moved out of community for work reasons
d) other_____.

11.

a) Second move: What type of move was this?

a) sold home moved to a rental unit
b) moved from one rental unit to another
c) moved out from parents home to a rental unit
d) moved out from parents home to a owned unit
e) sold home bought another
f) sold home moved in with relatives
g) left rental, moved back home with relatives
h) other_____.

b) What was the reason for this second move?

a) could not afford to live in previous home
b) moved from one rent to a cheaper one
c) moved out of community for work reasons
d) other_____.

12. What is your marital status?

a) married/commonlaw
b) single
c) divorced/separated
d) widowed

13. Number of family members presently living at home?___.

14. List in order of priority, your three most important sources of income over the past twelve months.

a) Wages or salary
b) Self-employment income
c) Unemployment Insurance
d) Social Assistance
e) Pension
f) Investment Income
g) Workers Compensation
h) Union Benefit
i) Other_____.

i) ___.
ii) ___.
iii) ___.

15. List in order of priority, your three most important sources of income over the next twelve months.

a) Wages or salary
b) Self-employment income
c) Unemployment Insurance
d) Social Assistance
e) Pension
f) Investment Income
g) Workers Compensation
h) Union Benefit
i) Other_____.

i) ___.
ii) ___.
iii) ___.

16. What was the total income from all family members of your family still living at home, before taxes, over the past twelve months? $_____

Part II

EMPLOYMENT INFORMATION

17. How many jobs have you had since the last interview?___no.#

If none, skip to Q.21

18. a) If you are presently employed answer Q.18 (b) A-I.

If not presently employed, skip to Q.19

18. b)
A) Full or part-time?
a) full
b) part

B) When did you start working full-time?:____ (month)

C) When did you start working part-time?:____ (month)

D) What is your hourly/weekly/monthly wage? $___.

E) What kind of business, industry, or service was/is this?

a) business
b) service
c) trade
d) construction
e) fishing
f) fish processing
g) secretary
h) homemaking
i) government sector
j) other_____.

F) What was you position at this job?

a) labourer
b) office/clerical
c) trades person
d) clerk/store
e) other_____.

G) Do you have to travel to this job?

a) yes
b) no

H) If yes, approximately how far do you have to travel?

a) 0-50km
b) 50-100km
c) 100-150km
d) 150-200km
e) 200km +

I) How did you learn of or attain this job?

_____
_____.

19. If you have had any other forms of employment since the last interview, answer A-I.

A) Full or part-time?

a) full
b) part

B) When did you start working full-time?:____ (month)

C) When did you start working part-time?:____ (month)

D) What is your hourly/weekly/monthly wage? $___.

E) What kind of business, industry, or service was this?
- a) business
- b) service
- c) trade
- d) construction
- e) fishing
- f) fish processing
- g) secretary
- h) homemaking
- i) government sector
- j) other_____.

F) What was you position at this job?
- a) labourer
- b) office/clerical
- c) trades person
- d) clerk/store
- e) other_____.

G) Do you have to travel to this job?
- a) yes
- b) no

H) If yes, approximately how far do you have to travel?
- a) 0-50km
- b) 50-100km
- c) 100-150km
- d) 150-200km
- e) 200km +

I) How did you learn of or attain this job?

_____
_____.

20a). If you have had any other forms of employment in addition to those already stated, answer 20b) A-I.

If none then skip to Q.21

20b).
A) Full or part-time?
- a) full
- b) part

B) When did you start working full-time?:____ (month)

C) When did you start working part-time?:____ (month)

D) What is your hourly/weekly/monthly wage? $___.

E) What kind of business, industry, or service was/is this?
- a) business
- b) service
- c) trade
- d) construction
- e) fishing
- f) fish processing
- g) secretary
- h) homemaking
- i) government sector
- j) other_____.

F) What was you position at this job?
- a) labourer
- b) office/clerical
- c) trades person
- d) clerk/store
- e) other_____.

G) Do you have to travel to this job?
- a) yes
- b) no

H) If yes, approximately how far do you have to travel?
- a) 0-50km
- b) 50-100km
- c) 100-150km
- d) 150-200km
- e) 200km +

I) How did you learn of or attain this job?

_____

_____.

21. How many of the family members at home, have paying jobs?___no.#

22. If there are no employed family members, skip to Q.24

23. Regarding (Q.21): Are these jobs...

a	i) Permanent___	a) full___	b) part___
	ii) Temporary___	a) full___	b) part___
b	i) Permanent___	a) full___	b) part___
	ii) Temporary___	a) full___	b) part___
c	i) Permanent___	a) full___	b) part___
	ii) Temporary___	a) full___	b) part___
d	i) Permanent___	a) full___	b) part___
	ii) Temporary___	a) full___	b) part___

24. If presently employed, and not drawing UI benefits, skip to Q32.

25. If you are presently not employed, are you or were you receiving unemployment benefits since our last interview?
    a) yes
    b) no

26. If yes to Q.25, how many weeks do you have left of U.I.____(weeks).

27. What are/were your weekly earnings from U.I.C.? $____.

28. If you were not receiving U.I., why not?
    a) ran out
    b) ineligible
    c) have not applied
    d) do not believe in it
    e) employed
    f) other_____.

29. If not employed, do you want to work?
    a) yes
    b) no

30. Regarding Q.29, why do you not want to work?
    a) stay at home
    b) personal reasons
    c) health reasons
    d) just don't want to!
    e) other_____.

31. If yes to Q.29, have you been looking for work?
    a) yes
    b) no

32. What did you do to look for work?
    a) word of mouth
    b) CEIC
    c) Former employer
    d) newspaper, radio, or T.V.
    e) went out on your own
    f) other_____.

33. Did any of the following cause you difficulty when looking for work?
    a) Not enough information
    b) Not the skills or experience
    c) Not enough education.
    d) Long-term physical/mental condition
    e) shortage of jobs
    f) others_____.

34. Did you visit the Canada employment centre?
    a) yes
    b) no, skip to Q.39

35. If yes to Q.34, how many times___no.#

36. During visits to the Canada Employment centre: Did you...
    a) get any information from job boards, printed materials, computers, or electronic equipment?
    b) get any information from the centre staff?
    c) have an interview with a staff member to discuss your qualifications, or available jobs?
    d) get sent to a job interview with a employer?
    e) get a job as a result of contacting the employment centre?
    f) counselling for jobs
    g) advice on possible retraining
    h) other_____.

37. Were you satisfied with the help you got from CEIC?
    a) yes
    b) no

38. If yes, you were satisfied, skip to Q.40

39. If you did not visit CEIC, why not?
    a) not enough help given
    b) not enough suitable employment
    c) took to much time
    d) to complicated
    e) uncooperative staff, poor attitude!
    f) not enough explanation about the type of job
    g) other_____.

40. Is there some form of assistance that is not being presently provided that you would like to see?

    Explain: _____
    _____
    _____

Part III

FUTURE EMPLOYMENT

41. What type of work can you see yourself doing in the future?
    Explain: _____

42. Would you consider taking a job that initially paid a lower salary than your position at the plant?
    a) yes
    b) no

43. If no to Q.42, check reason.
    a) Earn more money drawing benefits
    b) No work suitable for yourself
    c) Interested in retraining
    d) Other_____.

44. Have you considered self-employment since the last interview?
    a) yes
    b) no

45. If not considered self-employment, skip to Q.48.

46. If yes to Q.44, what have you done to pursue this?
    Explain:_____.

47. If yes to Q.44, what type of self-employment would you be interested in?
    a) fishing
    b) lawn care
    c) plant owner
    d) carpentry
    e) mechanic
    f) auto body
    g) business admin.
    h) tourism
    i) small engines
    j) crafts
    k) photo.
    l) baking
    m) hairdressing
    n) painting/papering
    o) don't know
    p) n/a
    q) other_____.

Part IV

EDUCATION AND TRAINING

48. Are you presently or have you participated in any skill training, education upgrading, or work experience programs since the last interview?
    a) yes
    b) no

49. If no to Q.48, skip to Q.62.

50. If yes to Q.48, what type of program(s) were/are you involved in?
    a) CEIC sponsored training
    b) vocational college
    c) university
    d) high school upgrading
    e) employer sponsored retraining
    f) other_____.

51. If yes to Q.48, where and when were/are you attending this program?
    a) location_____.
    b) when_____.
    c) approx. distance_____.

52.
A) Was/is the training full-time or part-time?
   a) full
   b) part

B) How long was/is this training?
   ___month(s)

C) Did you receive assistance or allowances for this training?
   a) yes
   b) no

D) If yes, how much did/are you receiving in assistance?$_____.

E) How much did the training cost you?$_____.

F) Would/did you require financial assistance for this training?
   a) yes
   b) no

G) Was the training intensive enough to prepare yourself for work?
   a) yes
   b) no

53. Were you involved in any other skill training, education upgrading, or work experience programs since the last interview?
   a) yes
   b) no

54. If no to Q.52, skip to Q.62.

55. If yes to Q.53, what type of program(s) were/are you involved in?
   a) CEIC sponsored training
   b) vocational college
   c) university
   d) high school upgrading
   e) employer sponsored retraining
   f) other_____.

56. If yes to Q.53, where and when were/are you attending this second program?
   a) location_____.
   b) when_____.
   c) approx. distance_____.

57.
A) Was/is the training full-time or part-time?
   a) full
   b) part

B) How long was/is this training?
   ___month(s)

C) Did you receive assistance or allowances for this training?
   a) yes
   b) no

D) If yes, how much did/are you receiving in assistance?$_____.

E) How much did the training cost you?$_____.

F) Would/did you require financial assistance for this training?
   a) yes
   b) no

G) Was the training intensive enough to prepare yourself for work?
   a) yes
   b) no

58. Were you involved in any other skill training, education upgrading, or work experience programs since the last interview?
   a) yes
   b) no

59. If no to Q.58, skip to Q.62.

60. If yes to Q.58, what type of program(s) were/are you involved in?
   a) CEIC sponsored training
   b) vocational college
   c) university
   d) high school upgrading
   e) employer sponsored retraining
   f) other_____.

61. If yes to Q.58, where and when were/are you attending this third program?
   a) location_____.
   b) when_____.
   c) approx. distance_____.

A) Was/is the training full-time or part-time?
   a) full
   b) part

B) How long was/is this training?
   ___month(s)

C) Did you receive assistance or allowances for this training?
   a) yes
   b) no

D) If yes, how much did/are you receiving in assistance?$_____.

E) How much did the training cost you?$_____.

F) Would/did you require financial assistance for this training?
   a) yes
   b) no

G) Was the training intensive enough to prepare yourself for work?
   a) yes
   b) no

62. If no to Q's. 48,53 or 58, why have you not been involved in a training program?
   a) not found a suitable program
   b) not interested
   c) personal reasons
   d) family reasons
   e) health reasons
   f) non available
   g) presently employed
   h) other_____.

63. If you are presently training or not training at all, do you intend on participating in any other skill training, education upgrading, or work experience programs in the future?
   a) yes
   b) no

64. If no to Q.63, skip to Q.72.

65. If yes to Q.63, what type of program would you be interested in?
    a) CEIC sponsored training
    b) vocational college
    c) university
    d) high school upgrading
    e) employer sponsored retraining
    f) don't know
    g) upgrading of existing trade ticket
    h) other_____.

66. If yes to Q.63, where and when will you be attending this program?
    a) location_____.
    b) when_____.

67. Would this training be full-time or part-time?
    a) full
    b) part

68. How long will this training be?
    ___days/months

69. If yes to Q.63, how far are you willing to relocate away from this community for retraining purposes?

a)	b)
0-50km	Within this county
50-100km	Within N.S.
100-150km	Within Maritimes
150-200km	Within East. Canada
200-250km	Within West. Canada
250km +	Other
n/a	n/a

70. Will you required assistance or allowances for this training?
    a) yes
    b) no

71. If yes, how much assistance would be required? $____.

Part V

MOBILITY

72. Are you willing to relocate permanently for employment?
    a) yes
    b) no
    c) N/A

73. If yes to Q.72, how far are you willing to relocate away from this community for permanent employment?

a)	b)
0-50km	Within this county
50-100km	Within N.S.
100-150km	Within Maritimes
150-200km	Within East. Canada
200-250km	Within West. Canada
250km +	Other
n/a	n/a

74. If no to Q.72, why not?
- a) family reasons
- b) found a job locally
- c) don't want to move
- d) other_____.

75. What are your future plans, if you cannot find work in this area?
- a) stay in area, hope for work
- b) look for some sort of retraining program
- c) relocate for employment
- d) start up own business
- e) not work any more, stay at home
- f) other_____.

Part VI

HOUSING INFORMATION

76. Estimate the value of your home if you were to sell.$_____.

77. Approximate size of this home?_____.

78. Overall condition of home and grounds._____.

79. Could home be mobilized?
- a) yes
- b) no

APPENDIX 3
LISTS OF CONTACTS

Contacts

- **Barb Acker**, Employment and Immigration Canada, Shelburne, Nova Scotia.
- **Glenn Barlett**, Department of Fisheries and Oceans Canada, Ottawa, Ontario.
- **Jim Brown**, Employment and Immigration Canada, Bridgewater, Nova Scotia.
- **Leo Brander**, Department of Fisheries and Oceans Canada, Halifax, Nova Scotia.
- **Cecil Burke**, Employment and Immigration Canada, Yarmouth, Nova Scotia.
- **Cindy Cotter**, President, Union Local, Canadian Auto Workers, Lockeport, Nova Scotia.
- **Raelene Currie**, Adjustment Services, Employment and Immigration Canada, Fredericton, New Brunswick.
- **Ken Donnelly**, Employment and Immigration Canada, Ottawa, Ontario.
- **Bryson Guptill**, Department of Fisheries and Oceans, Ottawa, Ontario.
- **Tina Hache**, Employment and Immigration Canada, Dartmouth, Nova Scotia.
- **John Kipper**, United Food and Commercial Workers Union, Lunenburg, Nova Scotia.
- **Steven McDonald**, Institute of Public Affairs, Dalhousie University, Halifax, Nova Scotia.
- **Paul McNeil**, Employment and Immigration Canada, Dartmouth, Nova Scotia.

APPENDIX 4
CHARTS

Chart 1

MAJOR INCOME SOURCES

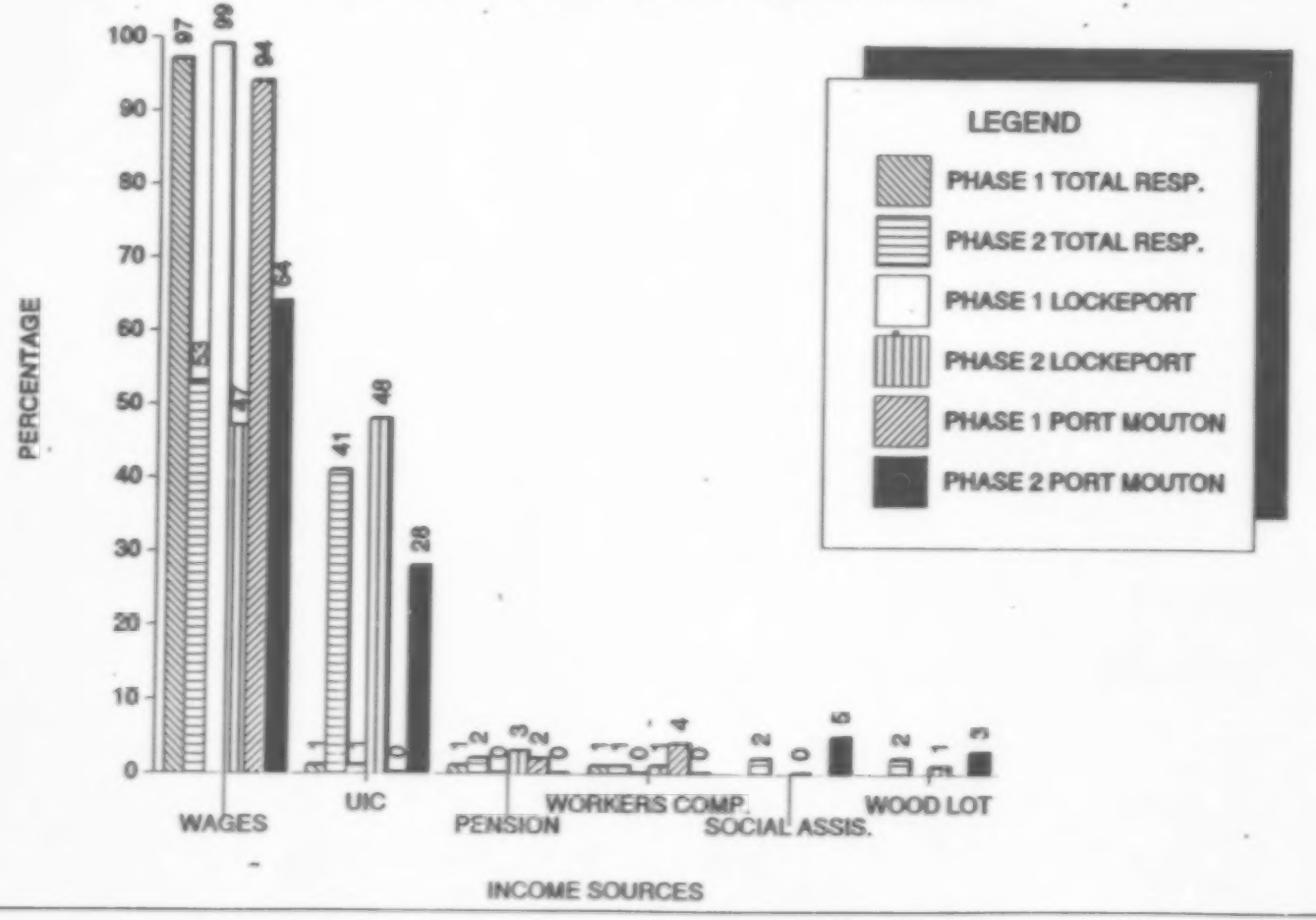
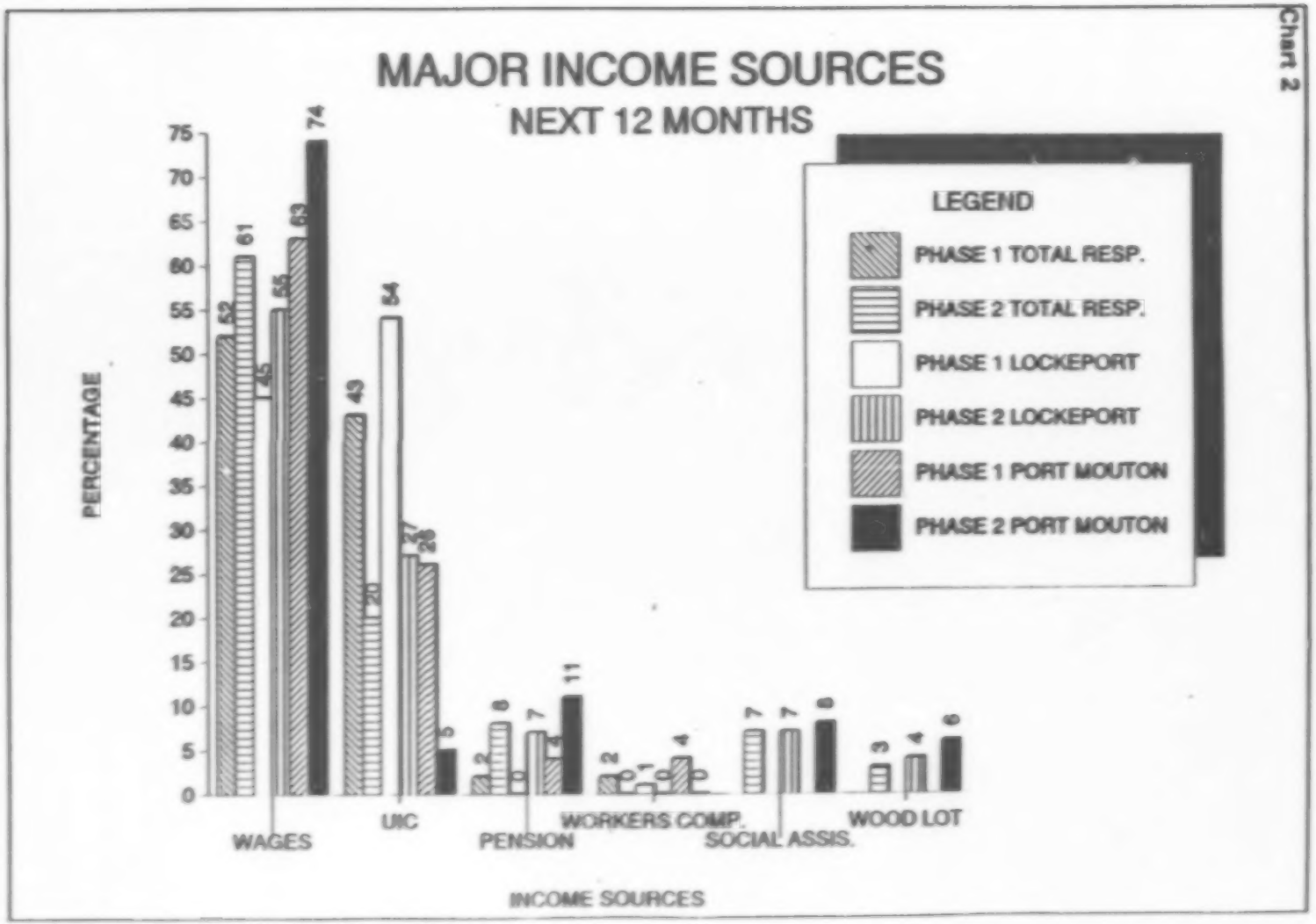


Chart 2


MAJOR INCOME SOURCES
NEXT 12 MONTHS
PERCENTAGE
INCOME SOURCES
LEGEND
PHASE 1 TOTAL RESP.
PHASE 2 TOTAL RESP.
PHASE 1 LOCKEPORT
PHASE 2 LOCKEPORT
PHASE 1 PORT MOUTON
PHASE 2 PORT MOUTON
WAGES
UIC
PENSION
WORKERS COMP.
SOCIAL ASSIS.
WOOD LOT

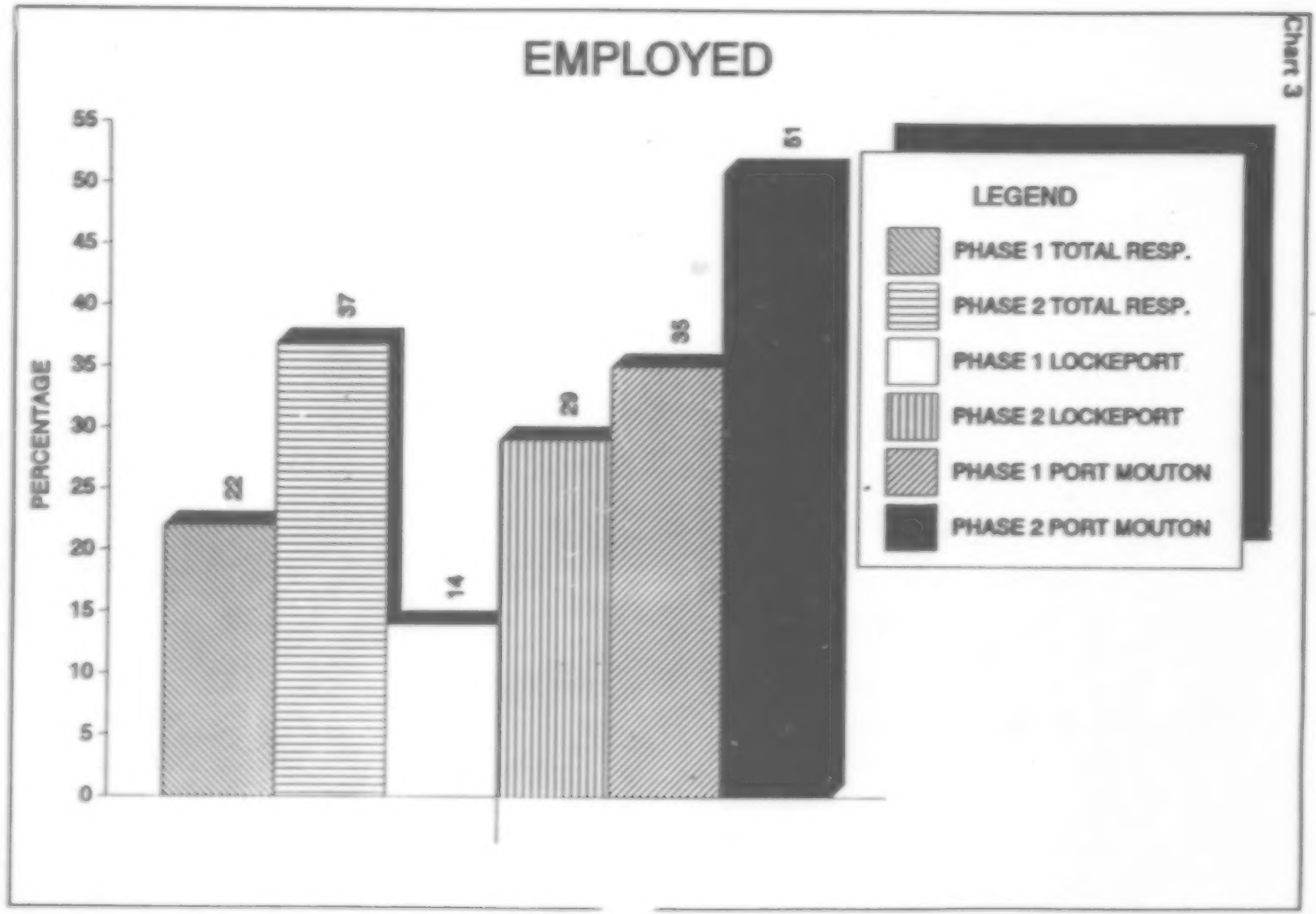

EMPLOYED
Chart 3
PERCENTAGE
55
50
45
40
35
30
25
20
15
10
5
0
22
57
14
29
35
51
LEGEND
PHASE 1 TOTAL RESP.
PHASE 2 TOTAL RESP.
PHASE 1 LOCKEPORT
PHASE 2 LOCKEPORT
PHASE 1 PORT MOUTON
PHASE 2 PORT MOUTON

Chart 4

JOB TENURE

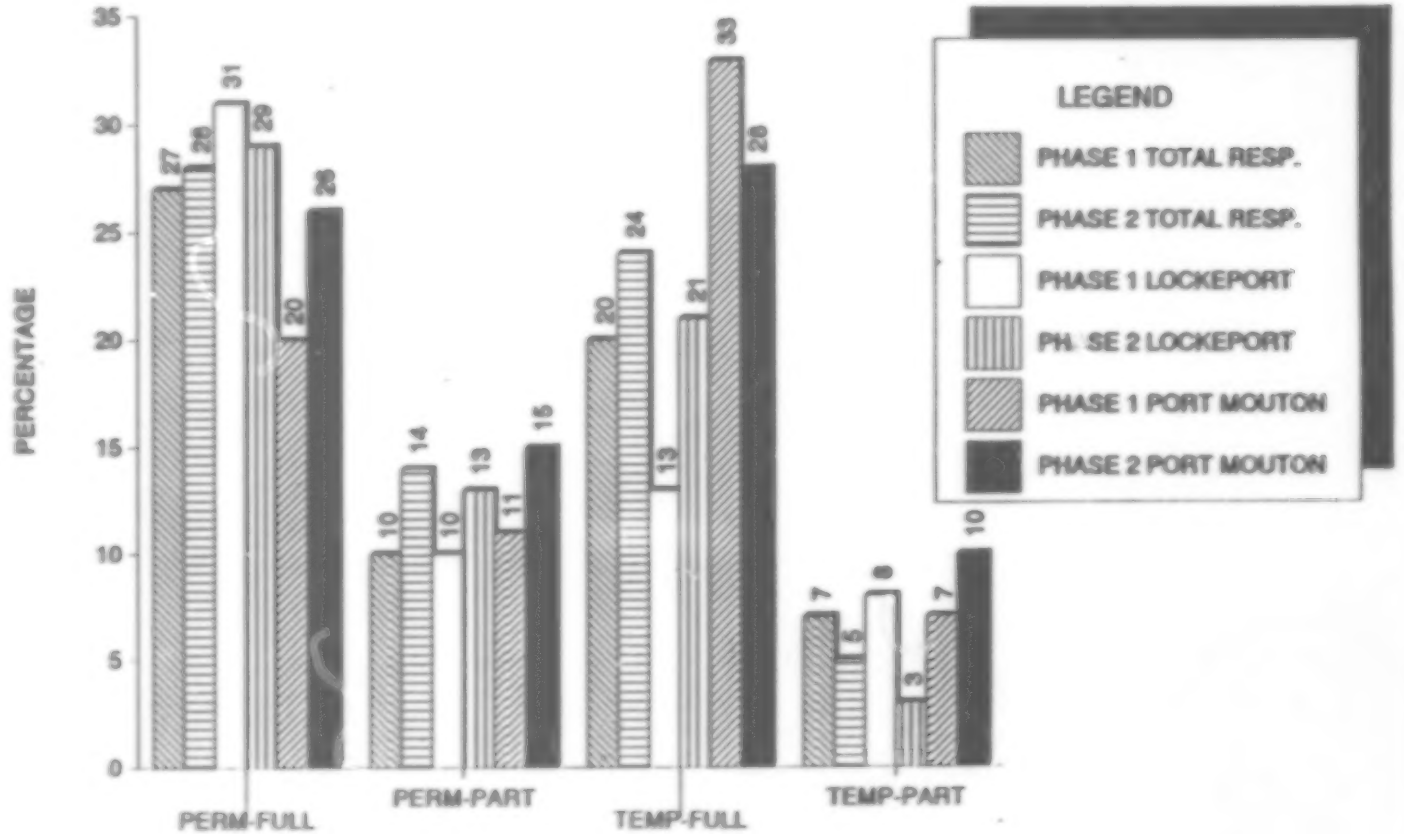


Chart 5

LABOUR FORCE STATUS
BY GENDER

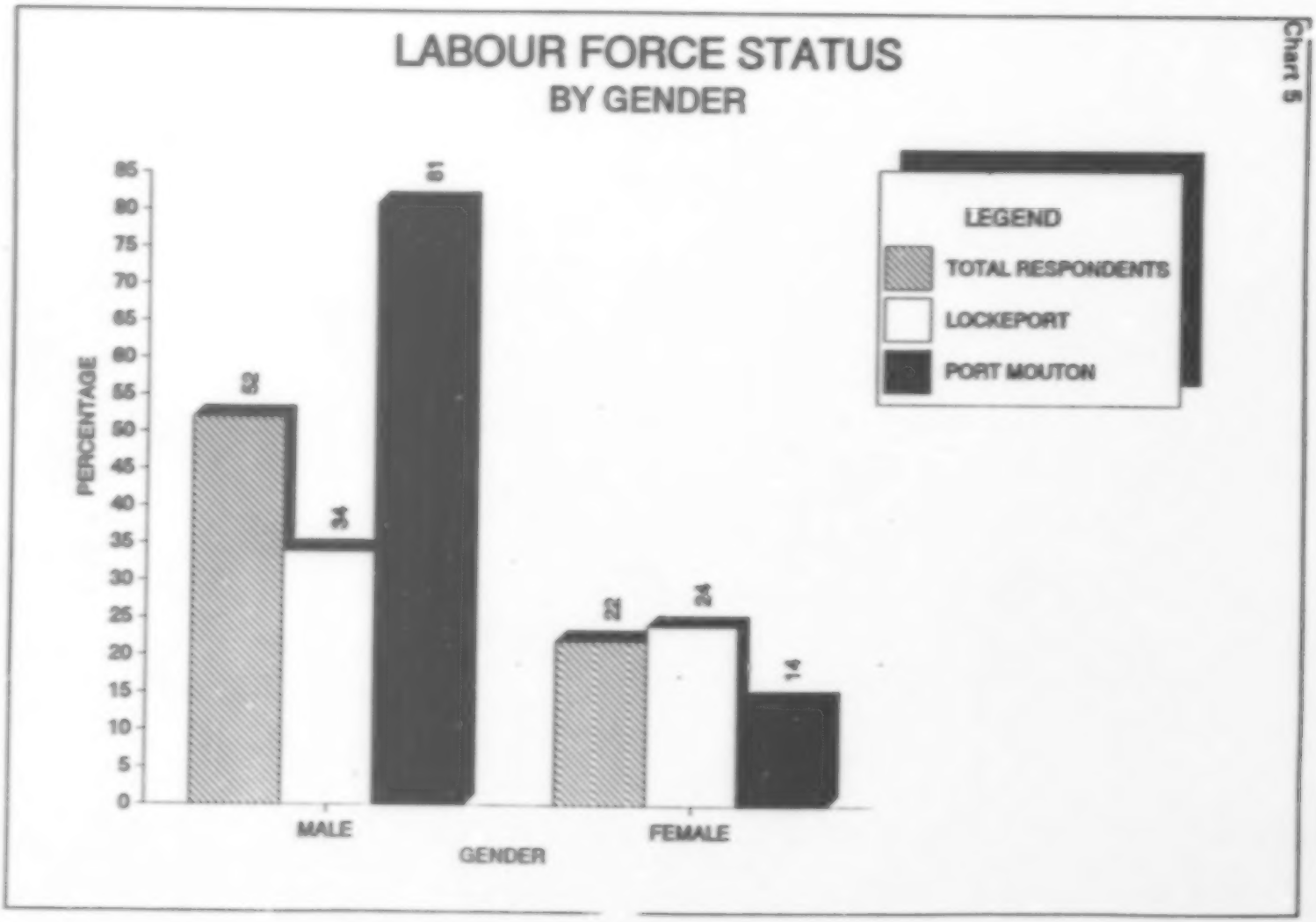
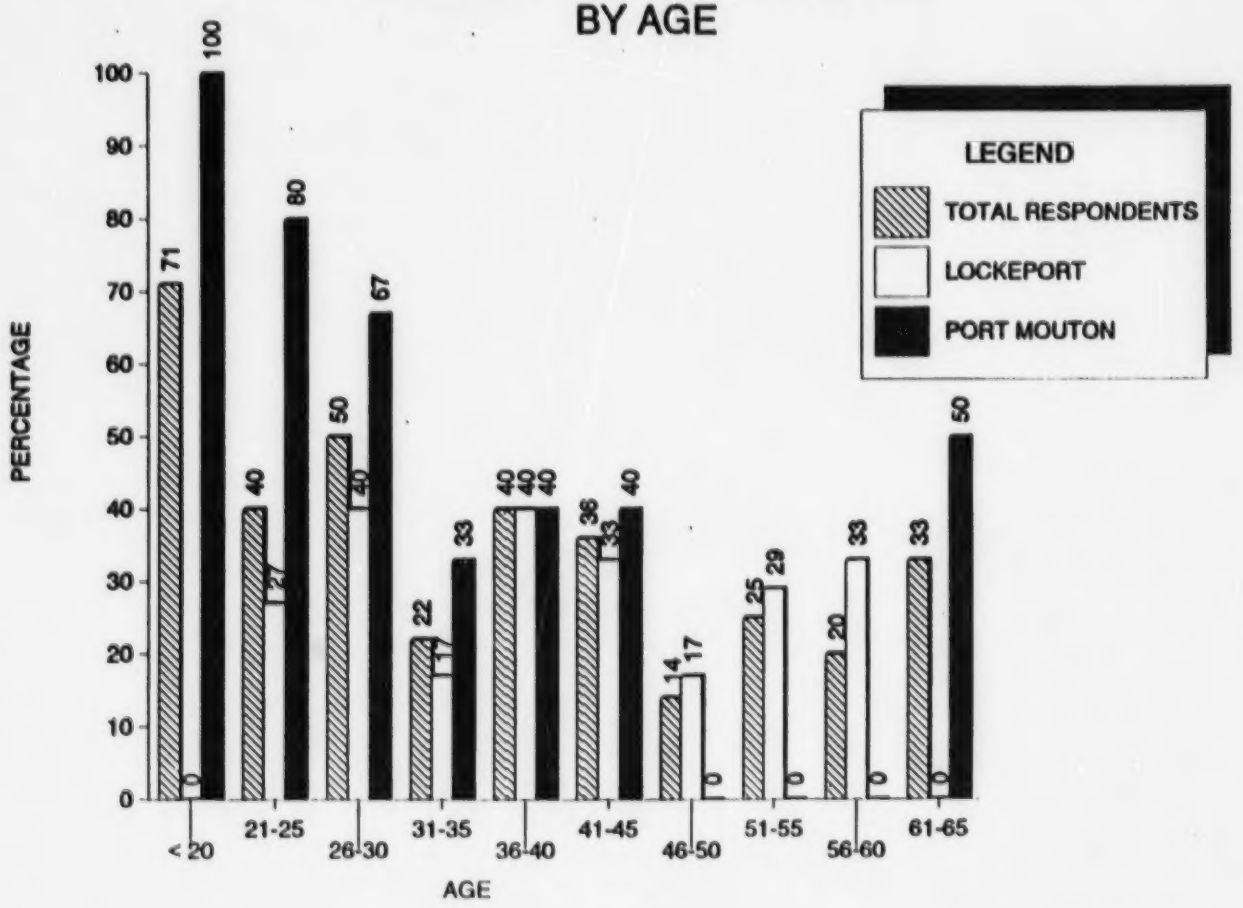


Chart 6

LABOUR FORCE STATUS
BY AGE



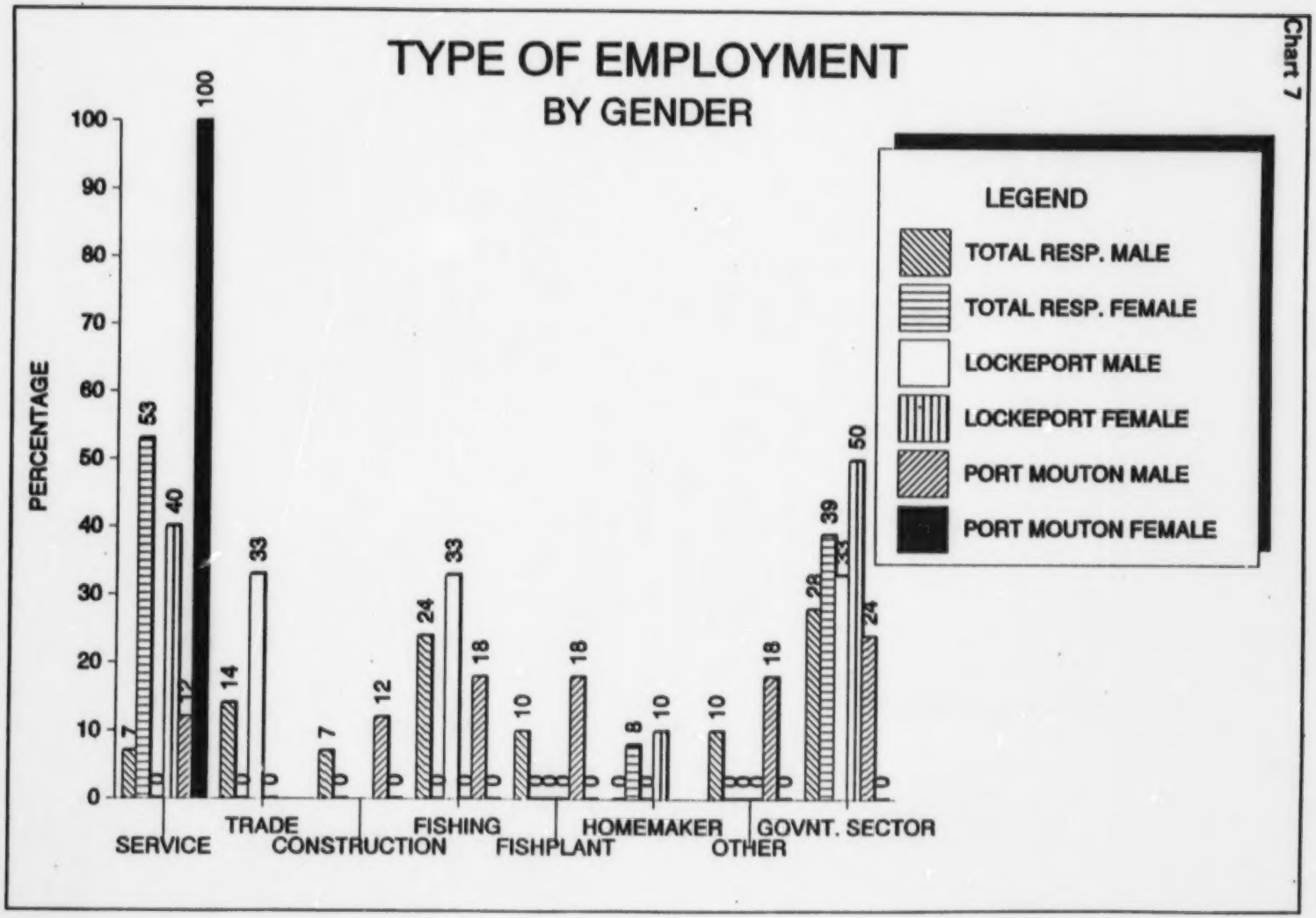

TYPE OF EMPLOYMENT
BY GENDER
Chart 7
PERCENTAGE
100
90
80
70
60
50
40
30
20
10
0
LEGEND
TOTAL RESP. MALE
TOTAL RESP. FEMALE
LOCKEPORT MALE
LOCKEPORT FEMALE
PORT MOUTON MALE
PORT MOUTON FEMALE
7
53
40
12
100
14
33
7
12
24
33
18
10
18
8
10
10
18
28
39
33
50
24
SERVICE
TRADE
CONSTRUCTION
FISHING
FISHPLANT
HOMEMAKER
OTHER
GOVNT. SECTOR

Chart 8

WAGES EARNED HOURLY BY GENDER

TOTAL RESPONDENTS

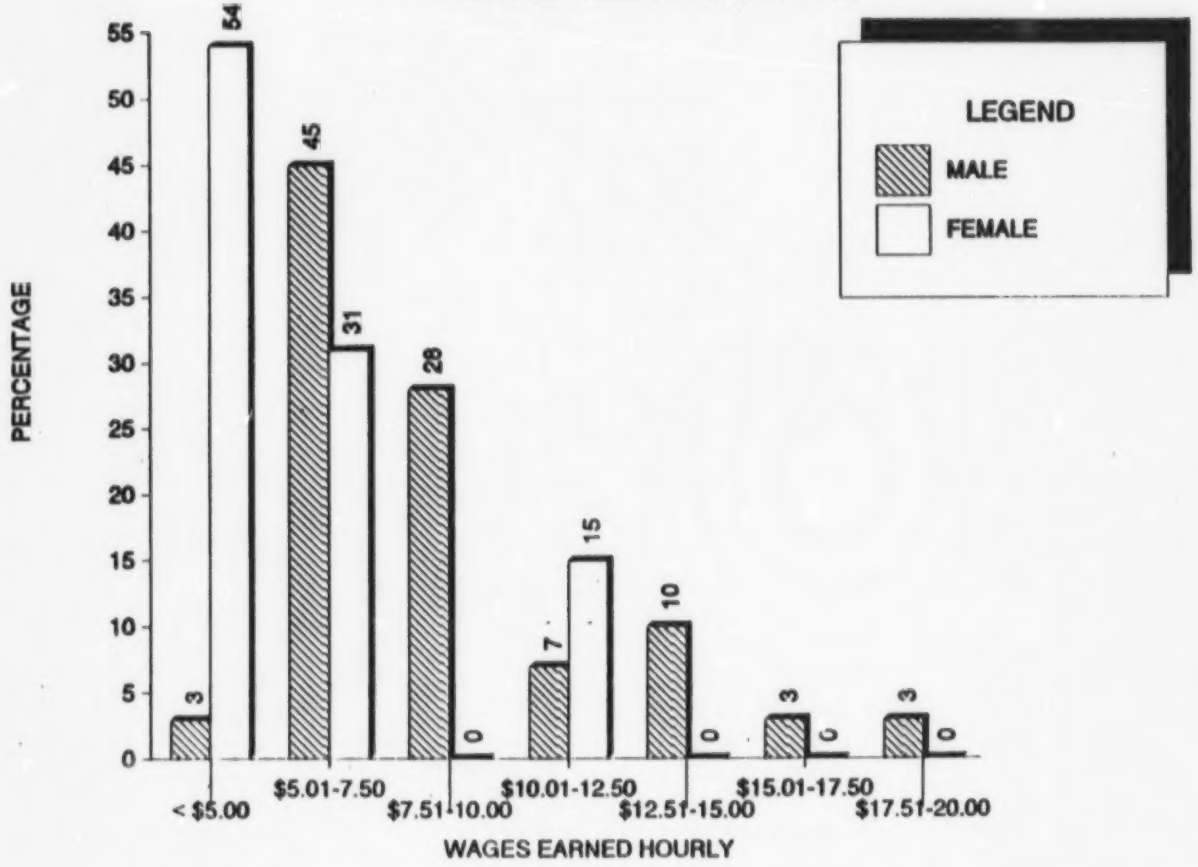


Chart 9

LOOKING FOR WORK

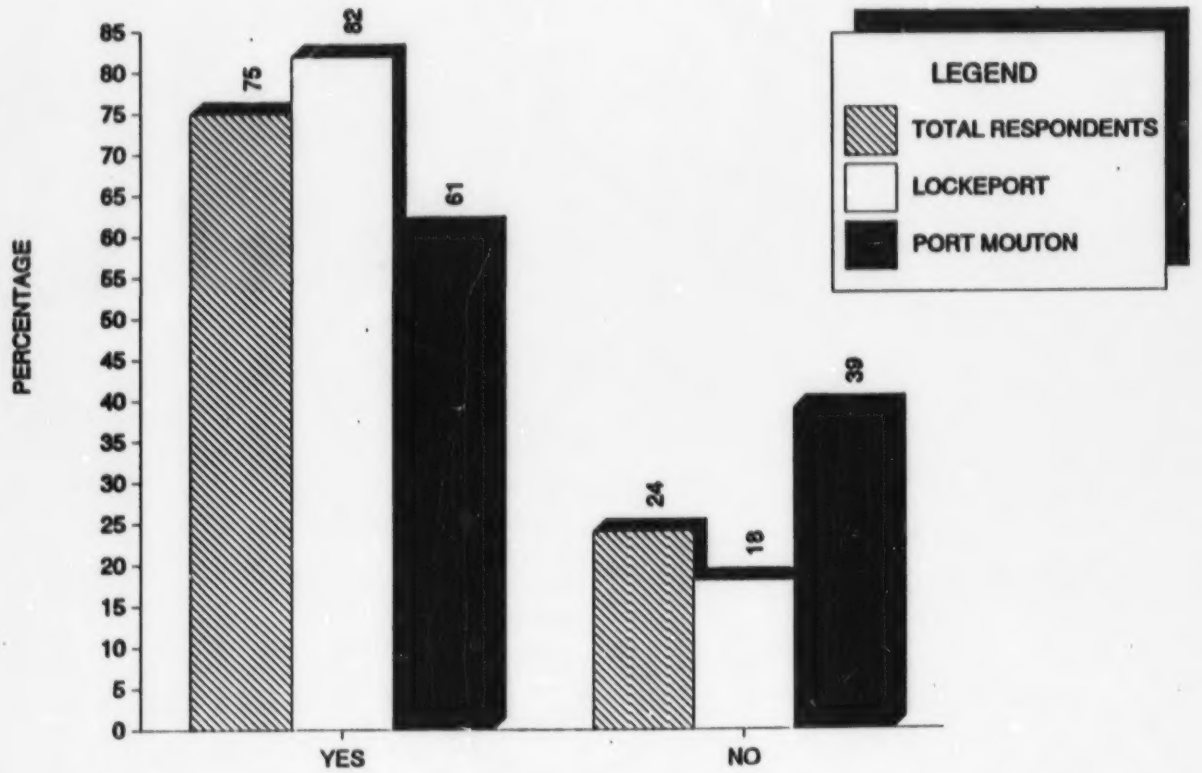


Chart 10

METHOD OF EMPLOYMENT SEARCH

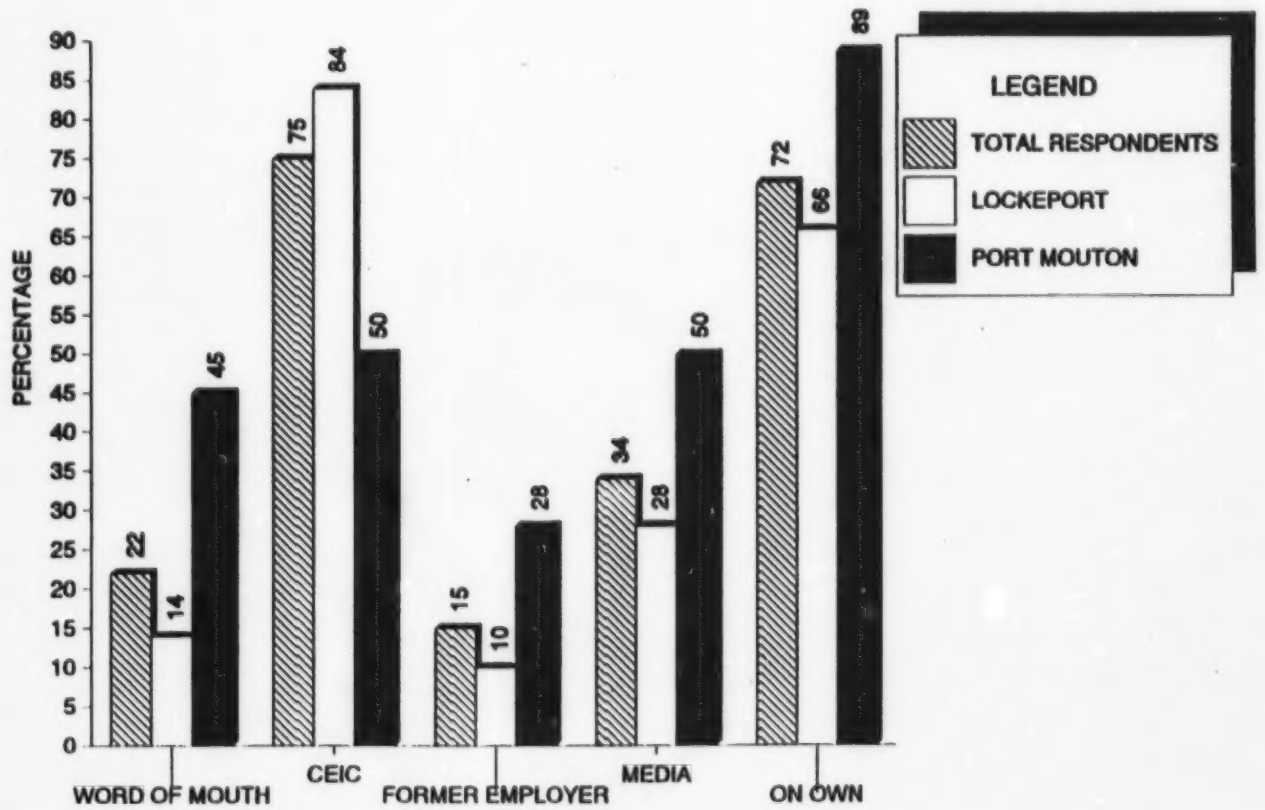


Chart 11

BARRIERS TO EMPLOYMENT

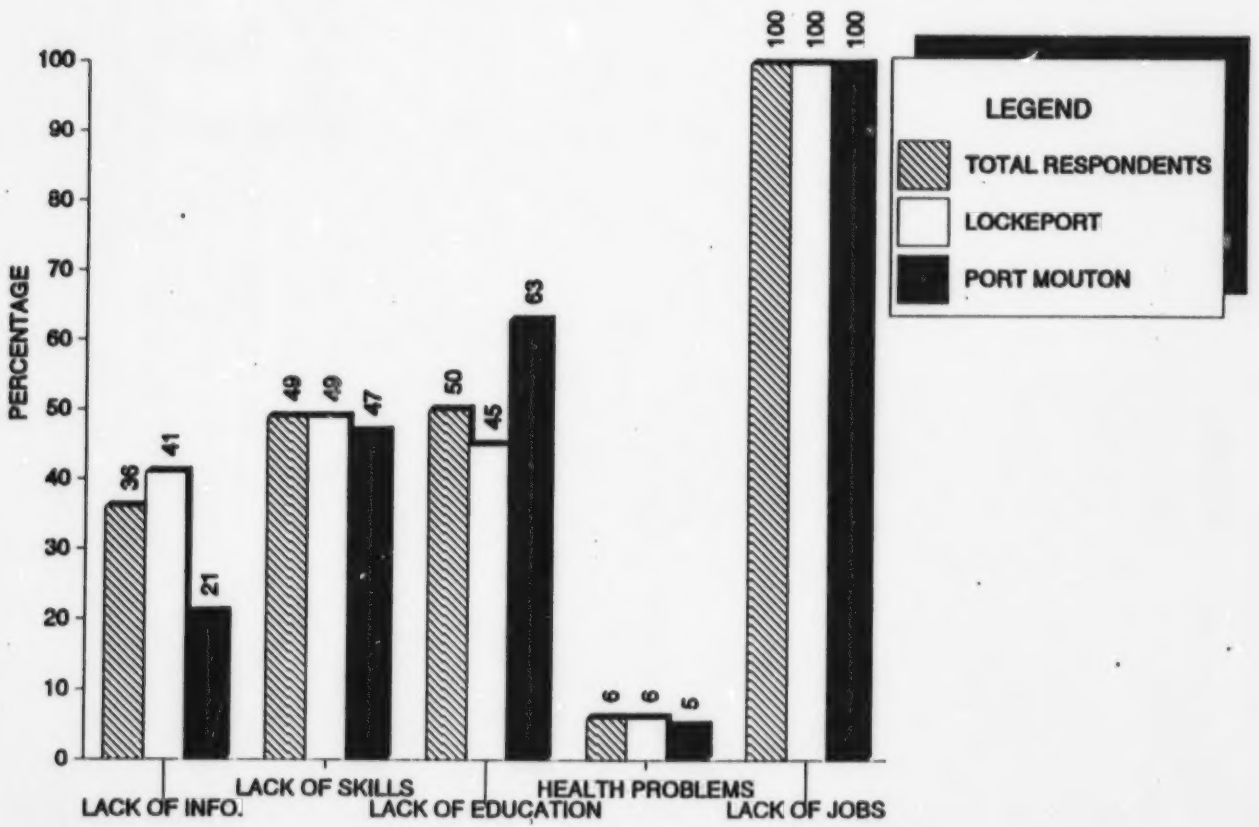


Chart 12

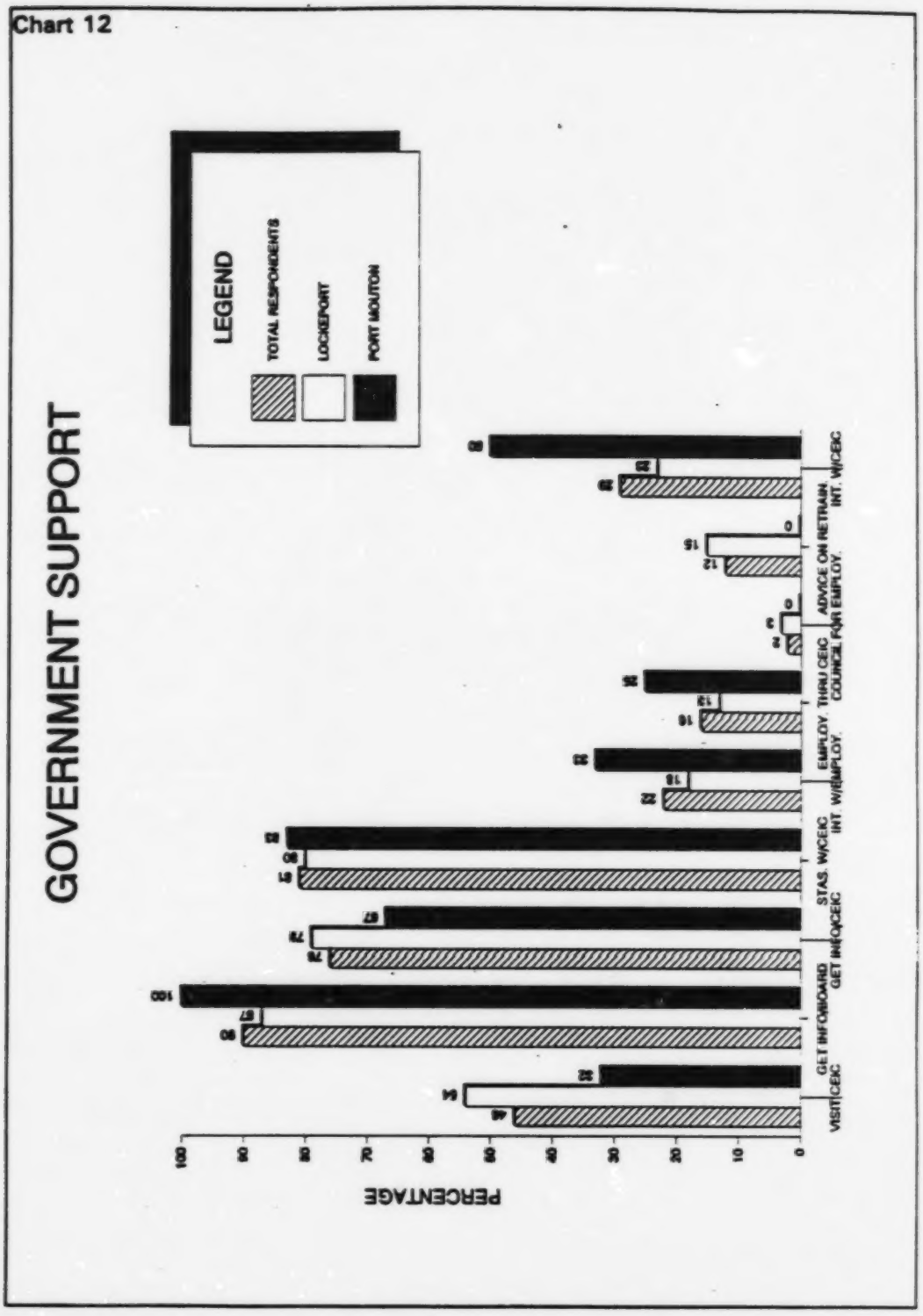

GOVERNMENT SUPPORT
LEGEND
TOTAL RESPONDENTS
LOCKEPORT
PORT MOUTON
PERCENTAGE
100
90
80
70
60
50
40
30
20
10
0
VISIT CEIC
GET INFO/BOARD
GET INFO/CEIC
STAS. W/CEIC
INT. W/EMPLOY.
EMPLOY. THRU CEIC
COUNCIL FOR EMPLOY.
ADVICE ON RETRAIN.
INT. W/CEIC

Chart 13

FUTURE EMPLOYMENT DESIRED

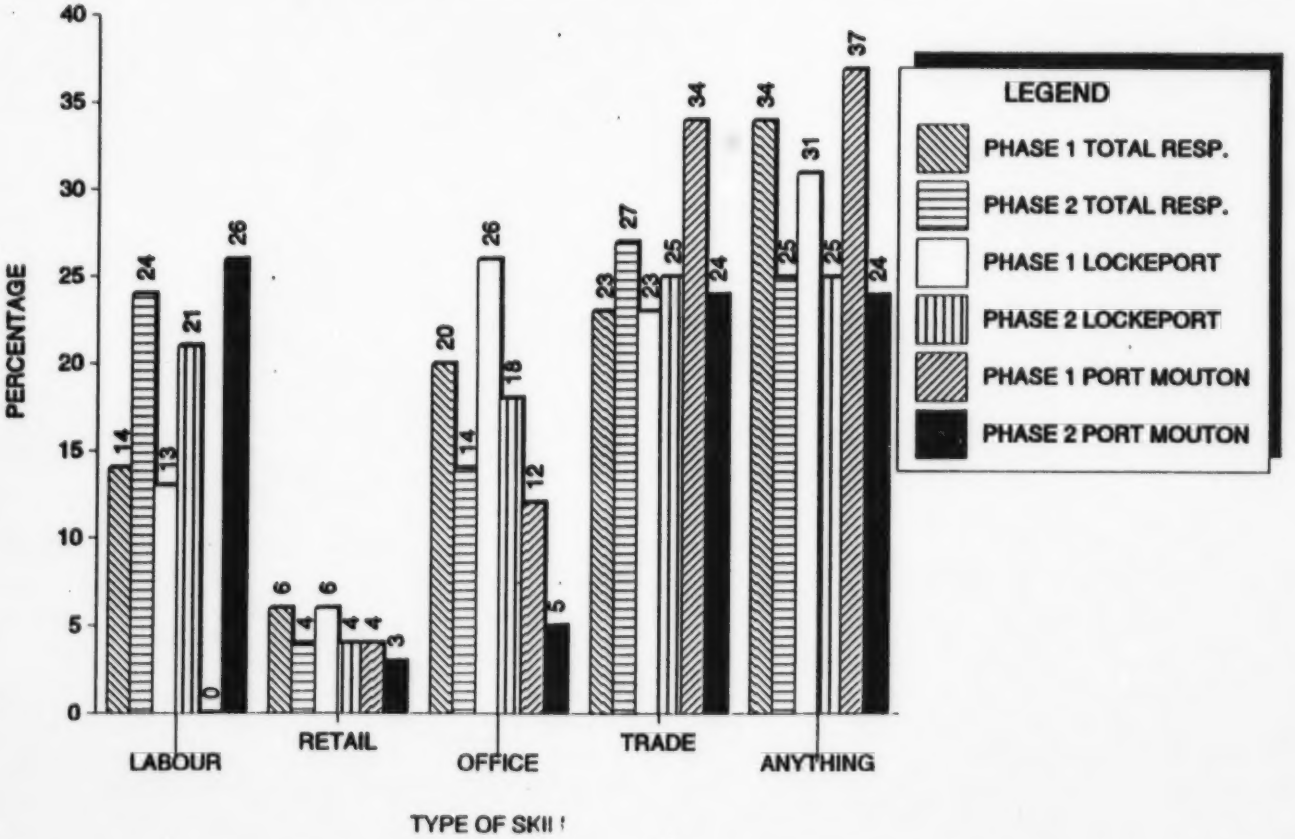


Chart 14

TYPE OF RETRAINING
BY GENDER

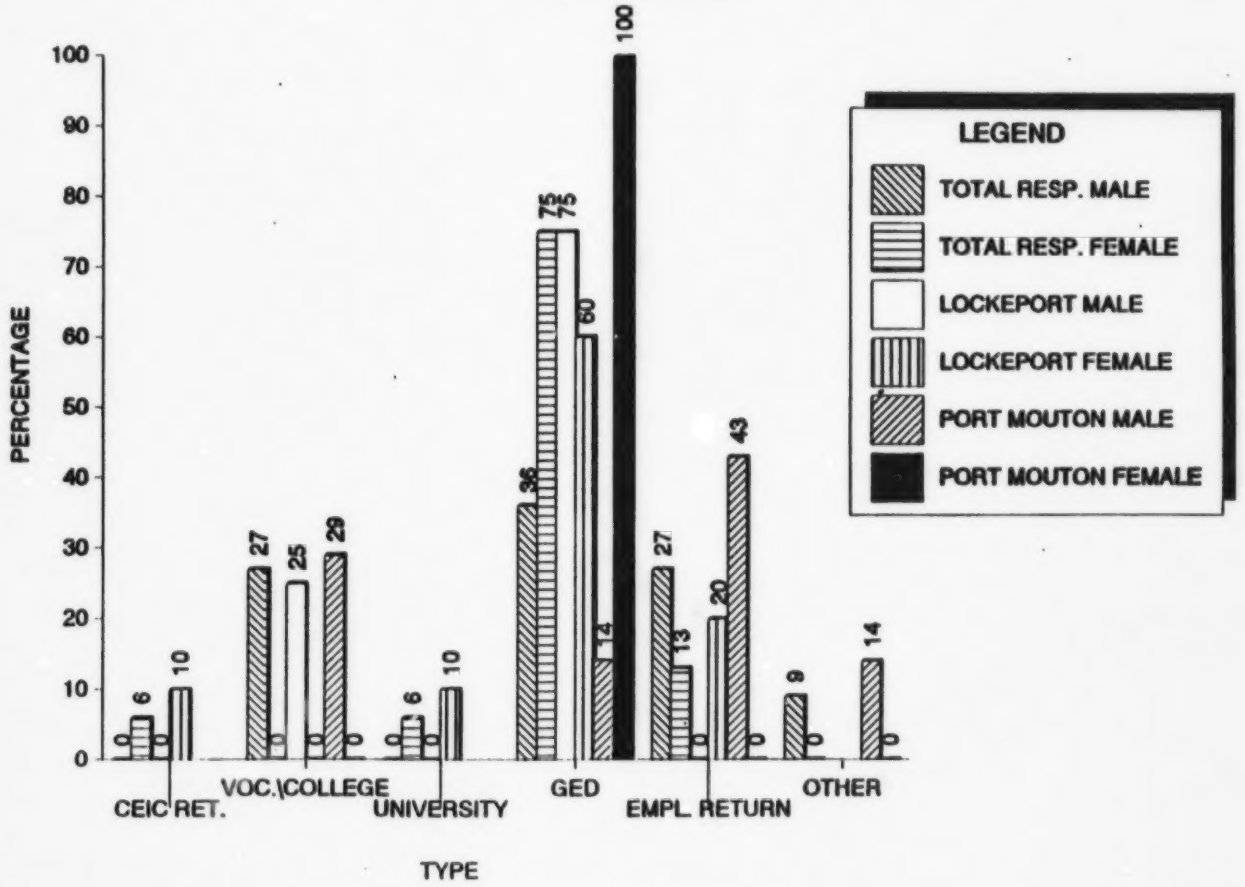


Chart 15

LOCATION OF RETRAINING

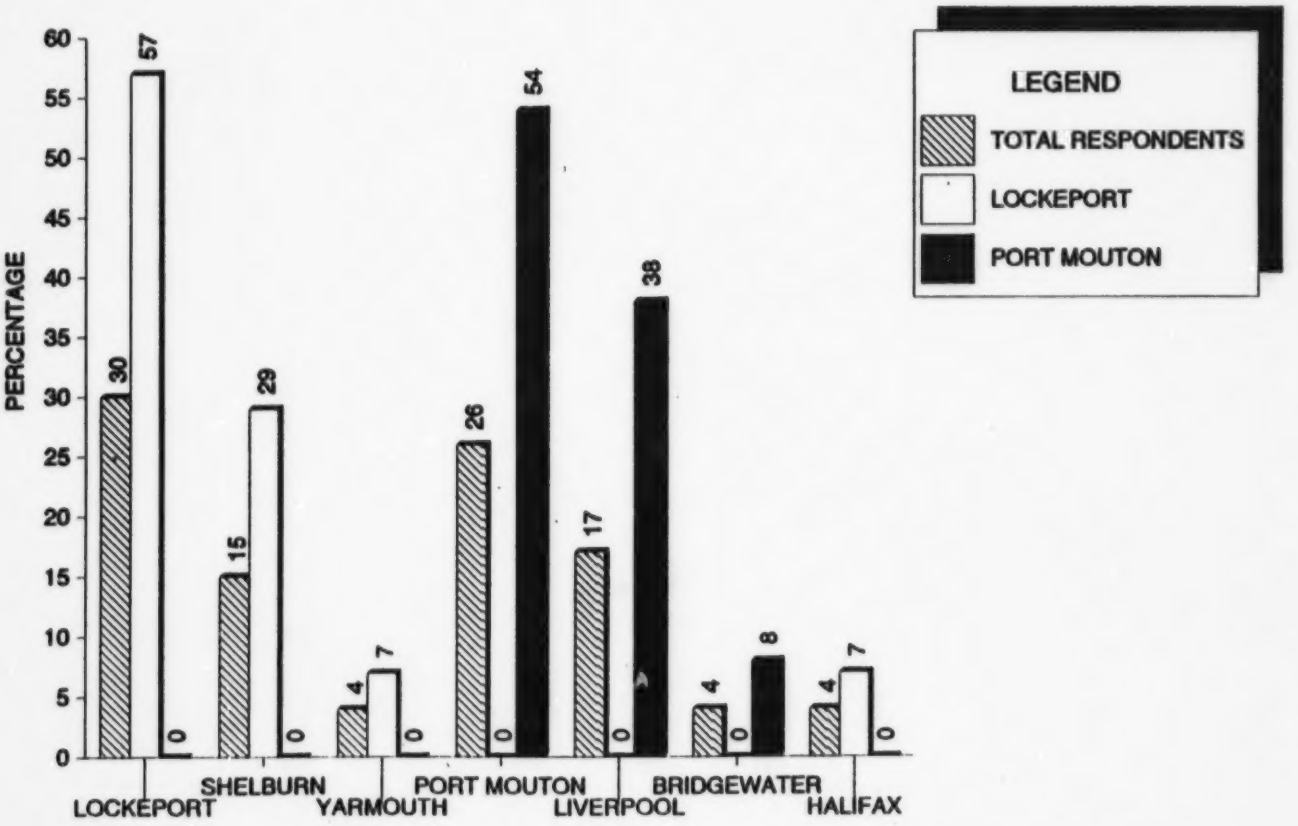


Chart 16

WHY NOT WILLING TO RELOCATE

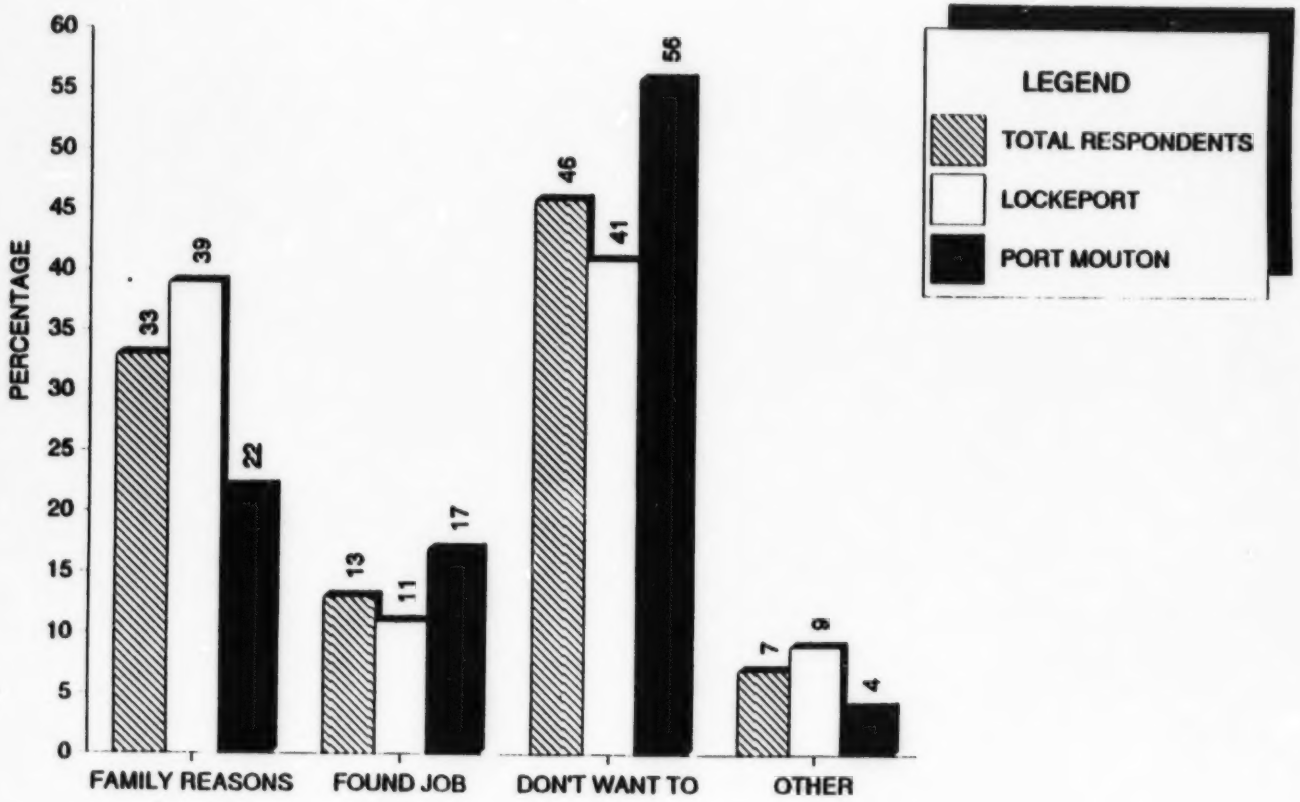


Chart 17

WHY NOT WILLING TO RELOCATE